



LyondellBasell

Vision  
to value  
**Maintaining  
focus**

Sustainability Report 2025





## Vision to value **Maintaining focus**

**In a year defined by economic pressures and a rapidly shifting external landscape, we sharpened our focus on what creates and protects value for our business and stakeholders. Being value focused means concentrating our sustainability efforts where we can strengthen performance, reduce risk and position the company for future growth, including through safe, reliable and cost-effective operations, customer solutions, and regulatory readiness.**

We're taking action across multiple fronts. We're pressing ahead with investments like *MoReTec-1*. We're forging strategic alliances across the value chain and actively engaging with policymakers and standard setters. Through discipline and focus, we're positioning LYB to provide the next generation of sustainable solutions.

## About this report

**This Sustainability Report covers the period from January 1 to December 31, 2025, and includes sustainability performance information related to LyondellBasell Industries N.V.**

We include consolidated data from the operations over which we, or one of our subsidiaries, have operational control. Unless otherwise indicated, the words “company,” “we,” “our,” “us,” “LYB” and “LyondellBasell” are used in this report to refer to the businesses of LyondellBasell Industries N.V. and its subsidiaries within the operational control boundary. The narrative may include information related to our non-operated joint ventures and activities that occurred during 2026 prior to publishing. Financial data includes joint ventures to the extent appropriate under Generally Accepted Accounting Principles in the U.S. (U.S. GAAP). Consolidated Financial Statements are prepared from the books and records of LYB. This report intends to address those stakeholders interested in our overall sustainability performance.

The Health, Safety, Environmental & Sustainability Committee of our Board of Directors reviews our Sustainability Report annually.

We have considered the following sustainability reporting standards and frameworks in our disclosures. Indices can be found at [www.lyb.com](http://www.lyb.com) under Sustainability Reporting.

- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB)

### Report boundaries

The non-financial data in this report relates to operations at our majority-owned or operated manufacturing sites, pipelines, research or technical centers and large offices for 2025, unless stated otherwise. Assets that are acquired or divested will be accounted for in our base year greenhouse gas (GHG) emissions in accordance with the Greenhouse Gas Protocol, unless stated otherwise. The narrative may include our non-operated joint ventures. Reporting against our recycled and renewable-based polymer goal includes: (i) joint venture production marketed by LYB plus our pro rata share of the remaining production produced and marketed by the joint venture, and (ii) production via third-party tolling arrangements.

Subsidiaries are defined as those companies over which we, either directly or indirectly, have control through a majority of the voting rights or the right to exercise control or to obtain the majority of the benefits and be exposed to the majority of the risks. Subsidiaries are consolidated from the date on which control is obtained until the date that such control ceases. All intercompany transactions and balances have been eliminated in consolidation.

 **For more information contact [sustainability@lyb.com](mailto:sustainability@lyb.com)**

## Forward-looking statements

The statements in this report relating to matters that are not historical facts are forward-looking statements. These forward-looking statements are based upon assumptions of management of LYB, which are believed to be reasonable at the time made and are subject to significant risks and uncertainties. When used in this report, the words “estimate,” “believe,” “continue,” “could,” “intend,” “may,” “plan,” “potential,” “predict,” “should,” “will,” “expect,” and similar expressions are intended to identify forward-looking statements, although not all forward-looking statements contain such identifying words. Actual results could differ materially based on factors including, but not limited to, market conditions, including the prolonged industry downturn, the business cyclicality of the chemical and polymers industries; industry production capacities, operating rates, and the pace of global capacity rationalizations; the availability, cost and price volatility of raw materials and utilities, particularly the cost of oil, natural gas, and associated natural gas liquids; competitive product and pricing pressures; the supply/demand balances for our and our joint ventures’ products; the impacts of tariffs and trade disruptions; our ability to maintain our investment-grade credit balance sheet and execute our capital allocation strategy, including our ability to pay dividends; our ability to comply with debt covenants and repay our debt; labor conditions; our ability to attract and retain key personnel; operating interruptions (including leaks, explosions, fires, weather-related incidents, mechanical failure, unscheduled downtime, supplier disruptions, labor shortages, strikes, work stoppages or other labor difficulties, transportation interruptions, spills and releases and other environmental risks); our ability to manage costs; future financial and operating results; our ability to complete capital projects on time and on budget and successfully operate the asset; our ability to align our assets and grow and upgrade our core, including completing the sale of certain European assets; our ability to successfully implement initiatives identified pursuant to our Value Enhancement Program and generate anticipated earnings; our ability to reduce our fixed costs, working capital and capital expenditures and increase cash flow; legal and environmental proceedings; tax rulings

and related consequences or proceedings; technological developments, and our ability to develop new products and process technologies; our ability to meet our sustainability goals, including the ability to operate safely, increase production of recycled and renewable-based polymers, and reduce our emissions and achieve net zero emissions by the time set in our goals; our ability to procure energy from renewable sources; our ability to build a profitable Circular & Low-carbon Solutions business; our ability to improve the business performance of our Advanced Polymers Solutions segment and its ability to secure new customers; potential governmental regulatory actions; political unrest and terrorist acts; and risks and uncertainties posed by international operations, including foreign currency fluctuations. Additional factors that could cause results to differ materially from those described in the forward-looking statements can be found in the “Risk Factors” section of our Form 10-K for the year ended December 31, 2025, which can be found at [www.LyondellBasell.com](http://www.LyondellBasell.com) on the Investors page and on the Securities and Exchange Commission’s website at [www.sec.gov](http://www.sec.gov). There is no assurance that any of the actions, events or results of the forward-looking statements will occur, or if any of them do, what impact they will have on our results of operations or financial condition. Forward-looking statements speak only as of the date they were made and are based on the estimates and opinions of management of LyondellBasell at the time the statements are made. LyondellBasell does not assume any obligation to update forward-looking statements should circumstances or management’s estimates or opinions change, except as required by law.

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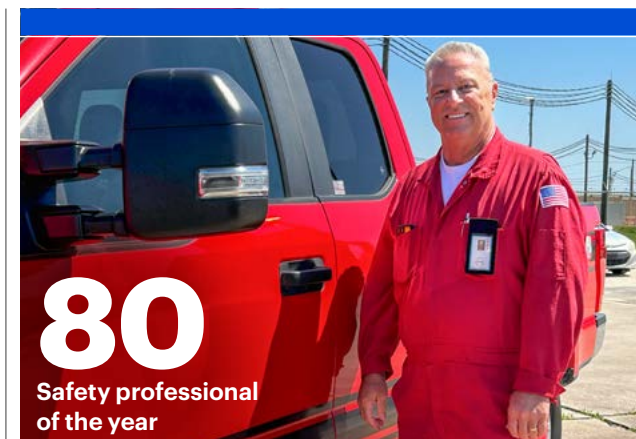
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## A message from our CEO

We have established ourselves as a leader in providing circular and low-carbon solutions.

Peter Vanacker  
Chief Executive Officer



Sustainability remains an important part of our long-term approach to creating value. It continues to guide how we strengthen our competitiveness, support our customers, and prepare the company for opportunities ahead, even as we navigate a more challenging external environment.

## Ready for action

For LYB, 2025 was a year of meaningful progress, marked by disciplined execution in a challenging environment. Overall, we focused on advancing our company strategy while maintaining a strong emphasis on safety, reliability and capital discipline.

We continued to scale our *MoReTec* technology and expand collaborations that broaden access to recycled and lower-carbon-footprint materials. We delivered continuous improvement in safety, environmental responsibility and reliability through our Operational Excellence program. And we aligned investments with market realities, preserving future options while protecting financial sustainability.

Key highlights include a record year for safety and reliability, reductions in greenhouse gas emissions, and continued progress in the construction of our catalytic chemical recycling plant in Germany.

Together, these milestones illustrate how our strategy is delivering meaningful results while positioning LYB for the future.

Our approach balances near-term discipline with long-term value creation. We are thoughtfully pacing select sustainability initiatives to maintain their potential to create value long term. By taking actions today, we ensure we have the resources, resilience and optionality to pursue opportunities as market conditions improve.

Our three-pillared strategy remains unchanged: growing and upgrading the core, building a profitable circular and low-carbon solutions business, and stepping up performance and culture. What has changed is how we execute. We will continue to emphasize sequencing, pacing and capital discipline to enable value creation across cycles.

Within this context, we made the decision to adjust two of our sustainability goals. These adjustments do not alter our direction. They keep our goals ambitious yet realistic, grounded in what we know today and focused on delivering value at a pace that is aligned with market conditions and the regulatory environment.

With the updates to our goals, we are also providing more transparency about what influences our ability to achieve them. Transitioning to a circular and low-carbon economy requires progress across multiple enablers in parallel, many of which are outside of our control. These enablers include policy, customer demand, infrastructure availability and technology development. Enablers are not static; they evolve, and those shifts affect our path. By articulating these dependencies, we aim to set clearer expectations, build trust and invite collaboration where shared action can accelerate progress.

## A message from our CEO continued

These enablers are as follows:

### Policy, regulation and standards

Laws, public policy, and industry standards are essential to provide the certainty needed for investment, stimulate demand for circular and low-carbon products, and establish clear, consistent and harmonized standards and frameworks that enable new markets to develop.

### Customer demand

Durable demand signals and willingness to adopt circular and lower-carbon materials are needed to justify large-scale infrastructure and technology deployment across the value chain.

### Infrastructure and technology

Waste collection, sorting and logistics infrastructure must expand and modernize to support new circular feedstock pathways. At the same time, low-carbon infrastructure including renewable and low-carbon power with adequate grid capacity, and lower-carbon transport infrastructure, is essential to enable the energy transition. New and emerging technologies must reach operational efficiency at commercial scale.



This year, we are introducing a refreshed framework that describes our sustainability approach, demonstrating how our actions create, protect and deliver value:

**Building on strong foundations** of safety, operational excellence and good governance to reduce risk and ensure reliability across our assets and value chains;

**Unlocking change** through our people, partnerships and investment, by building trust with employees, customers, suppliers and communities, scaling capability, and embedding a value-driven mindset across the company; and

**Pioneering transformative solutions** that reimagine plastic waste and offer a lower product carbon footprint, enabling us to seize market opportunities and drive growth.

These three interconnected elements organize how we present our progress in this report.

Looking ahead, we remain focused on our strategy while being pragmatic about sequencing, transparent about dependencies and focused on outcomes. Our updated goals reflect a clear, actionable roadmap for the years ahead. I am grateful to our employees, customers, partners and communities for their continued engagement and support.

**Peter Vanacker**  
Chief Executive Officer

## Our performance at a glance

## Sustainability

LYB 2025 sustainability highlights

**0.120**

total recordable incident rate (TRIR), representing industry-leading performance, marking our best year ever for TRIR

**56**

manufacturing sites achieved GoalZERO<sup>1</sup>

**~29%**

reduction of annual scope 3 emissions<sup>2</sup> by safely discontinuing refining operations at our Houston refinery

**1,748<sub>MW</sub>**

of renewable energy capacity secured under power purchase agreements, which will enable us to meet our goal to procure at least 50% of our electricity from renewable sources by 2030<sup>4</sup>

**CDP Climate A**

LYB achieved an A score from CDP for Climate Change

**70**

manufacturing sites were injury-free

**206kt**

of recycled and renewable-based polymers produced and marketed<sup>3</sup>

**67%**

increase in volumes of our recycled and renewable-based polymers since 2023



## Financials

LYB 2025 consolidated financial metrics

**\$(0.7)<sub>B</sub>**

Net loss

**\$1.1<sub>B</sub>**

EBITDA

**\$(2.34)**

Diluted loss per share

**\$0.6<sub>B</sub>**Net income excluding identified items<sup>5</sup>**\$2.5<sub>B</sub>**EBITDA excluding identified items<sup>5</sup>**\$1.70**Diluted EPS excluding identified items<sup>5</sup>

1. We classify incidents on a scale from 0 to 5, with Level 5 having the highest impact. Our GoalZERO program relates to Level 2+ incidents, which generally means, at minimum, an impact resulted in reporting or record-keeping under an applicable regulatory program.
2. 29.8% reduction compared to 2020 baseline which includes categories 1, 11, 12 and 15.
3. Production and marketing includes: (i) joint venture production marketed by LYB plus our pro rata share of the remaining production produced and marketed by the joint venture, and (ii) production via third-party tolling arrangements.
4. Based on 2020 procured levels.
5. Identified items include adjustments for lower of cost or market ("LCM"), gain or loss on sale of business, asset write-downs in excess of \$10 million in aggregate for the period, Cash Improvement Plan costs, site closure costs, European transaction costs and discontinued operations.

About LyondellBasell

# Who we are

LyondellBasell (LYB) is a leader in the global chemical industry, guided by our purpose of creating solutions for everyday sustainable living. We're one of the world's largest producers of polymers and a leader in polyolefin technologies.



**Our purpose**  
Creating solutions for everyday sustainable living

**Our strategy**  
Grow and upgrade the core  
Build a profitable Circular and Low Carbon Solutions business  
Step up performance and culture

**Our competencies**  
Build partnerships  
Deliver results  
Drive innovation  
Grow capabilities  
Promote inclusion

**Our values**  
We champion people  
We strive for excellence  
We shape the future

**Our commitments**  
Sustainability-focused innovation  
Ever-better performance  
Outside-in perspective  
Impactful collaboration

**Our GoalZERO mindset enables our strategy**  
GoalZERO is our commitment to operating safely with zero injuries and zero process safety, product safety, environmental, and security incidents.

## About LyondellBasell

# What we do

LYB products serve diverse markets. From fresh food packaging, clean fuels and durable textiles to medical applications, construction materials and automotive parts, LYB materials help improve the lives of people around the world.

Our products serve as the foundation for various chemicals and plastics, used in both high-volume and specialized applications. Additionally, we develop and license chemical and polyolefin process technologies and produce polyolefin catalysts. We manage our operations through five operating segments.<sup>1</sup> In 2022, we formed our Circular and Low Carbon Solutions business within our O&P-Americas and O&P-EAI segments. This page and the next provide an overview of our reportable segments.

1. In February 2025, we ceased business operations at our Houston refinery. Accordingly, our refining business, previously disclosed as the Refining segment, is reported as a discontinued operation.  
2. Our CLCS business is part of our O&P-Americas and O&P-EAI segments.



### Olefins and Polyolefins (O&P) – Americas<sup>2</sup>

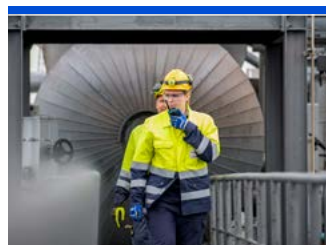
Our O&P-Americas segment produces and markets olefins and co-products, polyethylene (PE), and polypropylene (PP).

#### Selected products:

- Olefins and co-products
- PE
- PP
- *Catalloy* and polybutene-1

#### Major markets:

- Packaging
- Automotive
- Films
- Pipes
- Textiles
- Roofing
- Appliances



### O&P – Europe, Asia, International (EAI)<sup>2</sup>

Our O&P-EAI segment produces and markets olefins and co-products, PE, and PP.

#### Selected products:

- Olefins and co-products
- PE
- PP
- *Catalloy* and polybutene-1

#### Major markets:

- Packaging
- Automotive
- Films
- Pipes
- Textiles
- Roofing
- Appliances



### Intermediates and Derivatives (I&D)

Our I&D segment produces and markets propylene oxide (PO) and its derivatives; oxyfuels and related products; and intermediate chemicals, such as styrene monomer, and acetyls.

#### Selected products:

- PO and derivatives
- Intermediate chemicals
- Oxyfuels and related products

#### Major markets:

- Insulation
- Home furnishings
- Coatings
- Adhesives
- Automotive
- Fuel additives



### Advanced Polymer Solutions (APS)

Our APS segment produces and markets compounding and solutions, such as PP compounds, engineered plastics, masterbatches, engineered composites, and colors.

#### Selected products:

- Compounding and solutions

#### Major markets:

- Packaging
- Automotive
- Films



### Technology

Our Technology segment develops and licenses chemical and polyolefin process technologies and manufactures and sells polyolefin catalysts.

#### Selected products:

- Licensing
- Catalysts

#### Major markets:

- Polyolefin and chemical manufacturing

### About LyondellBasell

# Where we are located

Our global footprint allows us to support customers where they operate. With manufacturing capabilities and commercial reach spanning regions around the world, we combine global strength with local insight to help customers compete and grow.



#### North America

Leveraging scale and access to low-cost feedstocks



#### Europe

Focusing on high demand for sustainability by building cost-advantaged waste feedstock networks across the Circular and Low Carbon Solutions business



#### Asia Pacific

Using LYB technologies within joint ventures to capture market growth with minimal capital investment



#### South America

Providing tailored local solutions for global brand owners



#### Middle East

Becoming partner of choice for low-cost feedstock owners to add value with our technologies and market access

100+

Countries where our products are sold

20

Countries with manufacturing sites and joint ventures

18,970

Employees

#1

Largest producer of oxyfuels worldwide

#2

Largest producer of PP worldwide

#2

Largest producer of PO worldwide

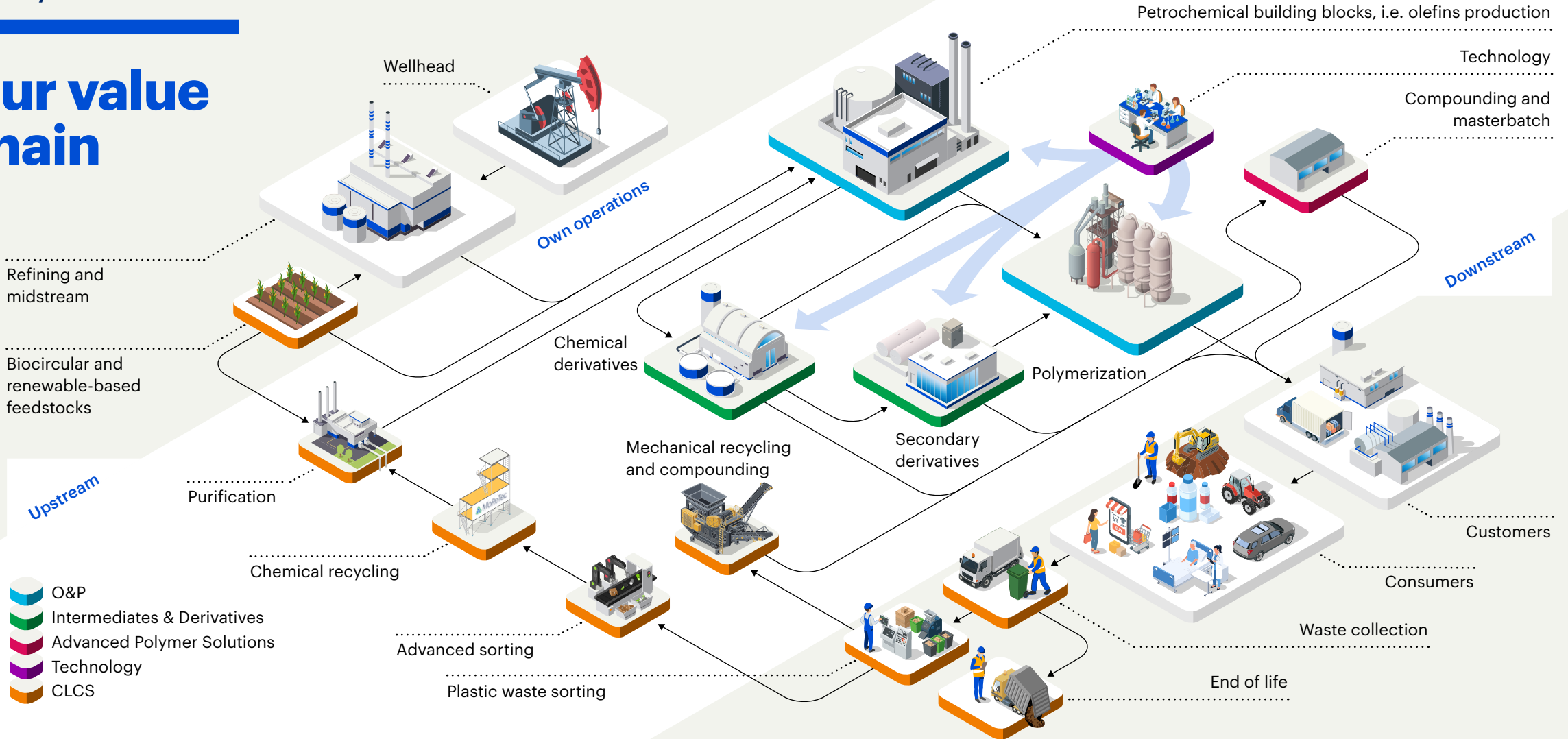
#1

Largest producer of PE and PP in Europe

Above statistics are as of December 31, 2025.

About LyondellBasell

# Our value chain



## About LyondellBasell

# Our operating context

As a leader in the global chemical industry, we are leveraging our low-cost portfolio and market strengths to navigate the current market downturn, while working to reduce our environmental impact and building capabilities to generate value from circular and low-carbon solutions.

### Leading, cost-advantaged positions in key markets

We are one of the leading worldwide producers of olefins and polymers, materials used every day in a wide range of applications including packaging, piping, automobile parts, renewable energy technologies, and textiles. Our production assets in North America and the Middle East, including those operated through our joint ventures, benefit from a cost-advantaged position. This is driven primarily by the relatively low cost of feedstocks in these regions. Our portfolio in Europe is being reshaped to refocus on strategic assets that are well positioned to serve local markets including through recycled products. Overall, our business is influenced not only by supply and demand, but also by raw material costs and price competition among producers. Competitive pressures may intensify due to factors such as the addition of new industry capacity. Based on published capacity data and including our proportionate share of our joint ventures, we believe that as of December 31, 2025, we were the fourth largest producer of ethylene and sixth largest producer of PP and PE worldwide.

We are also a leading producer and marketer of propylene oxide (PO) and its derivatives, oxyfuels and related products, as well as intermediate chemicals. PO and derivatives are used in a variety of durable and consumable items with key applications, including polyurethanes used for insulation, automotive and furniture cushioning, coatings, surfactants, synthetic resins and other household products.

We produce PO through two distinct technologies. One technology generates tertiary butyl alcohol (TBA, a precursor for oxyfuels) as the co-product and the other produces styrene monomer as the co-product. The revenue from these co-products provides a significant benefit to our overall cost position. Oxyfuels are used as high-octane gasoline components that help gasoline burn cleaner and reduce automobile emissions. The profitability of oxyfuels is affected by global demand levels and price competition. Based on published capacity data and including our proportionate share of our joint ventures, we believe as of December 31, 2025, we were the second largest producer of PO worldwide and the largest producer of oxyfuels worldwide.

### Maintaining focus amid challenging market conditions

Against a backdrop of depressed industry margins across all of our core businesses, 2025 proved to be another challenging year. The past year demanded resilience, clarity of purpose, and discipline from companies across the chemical industry. Our employees and leadership team worked together to navigate a prolonged global market downturn while continuing to advance strategic priorities essential to long-term value creation.

### Strengthening capabilities in circular and low-carbon products to capture value

As lightweight, hygienic, and durable materials, plastics meet essential societal needs and play a critical role in everyday life. At the same time, plastic does not belong in the environment. We, along with many other stakeholders, recognize the pressing need to eliminate plastic waste leakage, avoid mismanaged plastic waste, and capture the value of these materials through recovery and higher-value recycling solutions.

Moving to a more circular system, where materials remain in use through recycling, reuse, and innovative design, offers one of the most effective solutions to this challenge. Demand for circular plastic products is growing as consumers and society place greater emphasis on reducing waste and increasing the use of recycled materials.

Our production assets benefit from a cost-advantaged position.



## Our operating context continued

Regulatory frameworks across Europe, such as the EU's Packaging and Packaging Waste Regulation (PPWR), are expected to create increased demand for circular plastic products. Voluntary commitments from global brand owners are generating sustained interest in circular materials. As a result, the market for these materials is expanding faster than current supply, creating a strong and sustained pull for materials sourced from recycled content with a lower-carbon footprint. These developments create a strategic opportunity for LYB. Delivering reliable, high-quality circular materials strengthens our position in markets where sustainability expectations continue to grow and enables long-term competitiveness as customers increasingly seek low-carbon and circular products.

As a result, we expect to generate attractive margins for our recycled and renewable-based products, creating value for our shareholders while providing sustainability benefits. We are already providing products leveraging multiple recycling technologies and bio-circular feedstocks through our *Circulen* and *+LC* brands and using our market access and industry knowledge to scale these operations globally. Our goal is to produce and market 800,000 metric tons of recycled and renewable-based polymers annually by 2030.

### Navigating the cycle with our strategic priorities intact

As we navigate one of the longest downturns in our industry, LYB continues to execute on our three-pillar corporate strategy – growing and upgrading the core, building a profitable Circular and Low Carbon Solutions business, and stepping up performance and culture – even though this has required adjusting the pace or timing of some of our plans. *MoReTec-1*, our first commercial-scale catalytic chemical recycling plant using our proprietary *MoReTec* technology located in Wesseling, Germany, is progressing well and is on track for a 2027 startup. We are advocating for supportive policy frameworks to enable the successful and profitable transformation of our industry, while executing on low-cost or no-cost energy efficiency initiatives across our sites. However, we delayed the final investment decision for *MoReTec-2*, a proposed second commercial-scale *MoReTec* plant in Houston, reflecting capital discipline, and the expected pace of demand growth. Our efforts helped preserve financial flexibility while allowing the company to continue investing in assets and technologies that support its long-term strategic direction. We believe that these actions protect the company's ability to generate positive long-term impact.



### Notable changes to our business in 2025

In February 2025, we ceased operations at our Houston refinery. In March 2025, we jointly announced with Covestro the permanent closure of the propylene oxide styrene monomer (POSM) unit at our Maasvlakte joint venture site in the Netherlands. Following the strategic assessment of certain European assets announced in 2024, in 2025 we entered into an agreement for the sale of select European olefins and polyolefins assets and the associated business, located in Berre l'Etang (France), Münchsmünster (Germany), Carrington (United Kingdom), and Tarragona (Spain). The sale is expected to close in the second quarter of 2026.

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# Our sustainability approach

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## A message from our CSO

We refreshed our approach to sharpen alignment with our long-term strategy and better communicate how sustainability drives commercial value.

**Andrea Brown**  
Chief Sustainability Officer



Five years ago, we established a sustainability framework focused on three global challenges: ending plastic waste, taking climate action, and supporting a thriving society.

## Refreshing our sustainability approach

That foundation has guided our focus, enabling meaningful progress, from advancing circular technologies and scaling GHG emissions reduction initiatives, to broadening our social impact.

Through this work, we've learned a great deal about what it will take to achieve our goals. The world has also changed in significant ways. Evolving regulation, shifting consumer expectations, and the pace of investment and infrastructure developments have reshaped where progress can be accelerated and where it will require more time.

With this in mind, we have refreshed our approach to sharpen alignment with our long-term strategy and to better communicate how sustainability drives commercial outcomes.

Our intent is to demonstrate how sustainability creates both societal and financial value. Ensuring responsible operations reduces regulatory, operational, and reputational risks across our business, and protects people and the environment.

Beyond risk mitigation, sustainability also drives commercial opportunities in new and existing markets, accelerates competitiveness, and delivers positive outcomes for people and communities.

By integrating sustainability into how we plan, invest, and innovate, we are building a clearer line of sight between our sustainability ambitions and business performance.

## A message from our CSO continued

We have organized our refreshed approach around three interconnected elements that work together to support resilient operations, enable change across our business and value chain, and position the company for future growth.

### **We are building on strong foundations**

Operational excellence and good governance underpin everything we do, providing the stability, consistency and accountability required to operate safely, responsibly and reliably, while reducing risk and protecting value. These foundations ensure we can execute our strategy with confidence and integrity in an increasingly complex operating environment.

### **We are unlocking change across our company and the industry**

Progress depends on more than strong systems; it is driven by how we work with others, develop our people and deploy capital. Through three drivers – partnerships, people, and investment – we unlock change by strengthening collaboration across our value chain, empowering employees to contribute ideas and innovation, and directing investment toward value-creating opportunities that build trust and long-term value.

### **We are pioneering transformative solutions**

Building on our foundations and enabled by these drivers of change, we are advancing circular and low-carbon solutions that respond to evolving customer needs, regulatory expectations and market demand. Through our technical and commercial expertise, innovation capabilities and integrated ecosystem that connects recycling capabilities with our existing production assets, we are helping customers transition toward more sustainable solutions while positioning our business for growth.

Together, these three interconnected elements demonstrate how sustainability is integrated into our strategy to address environmental and societal challenges while strengthening competitiveness, building trust, and creating financial and societal value for our stakeholders.



## A message from our CSO continued

### What it will take to achieve our ambitions

Complex, global challenges like climate change and plastic waste require concerted efforts across industries and value chains, supportive governmental policies, and other enabling factors. To achieve our climate and circularity goals, we have identified a set of enablers that can unlock progress – from favorable and consistent regulations, to growing customer demand, widely accepted standards, ongoing technology advancements, and necessary infrastructure developments. As these enablers advance, they create the conditions that support progress on these global challenges.

In this year's report, we have increased transparency by outlining the enablers that will shape the pace at which we can scale circular and low-carbon solutions and reduce our GHG emissions. For each enabler, we have identified specific signposts that help us assess changes in our operating environment and provide early insight into shifts that may affect our cost structure, feasibility, or timelines. By monitoring these signposts regularly, we ensure our strategy remains adaptive, resilient, and aligned with market realities.

### Looking ahead

Moving forward, by building on our strong foundations, unlocking change through people, partnerships and investments, and pioneering transformative solutions, we will drive innovation, growth, and long-term value for our stakeholders.

**Andrea Brown**  
Chief Sustainability Officer

### Highlights from 2025

Across the company, teams delivered meaningful progress by maintaining focus, demonstrating momentum through disciplined execution that builds confidence and delivers value.



#### Championing health, safety and well-being

Achieved a total recordable incident rate of 0.120, the lowest in company history, reflecting continued focus on safety and reliability across our operations including on-time and on-budget execution of major turnarounds at some of our largest sites.



#### Producing circular and low-carbon solutions at scale

Produced and marketed approximately 206,000 metric tons of recycled and renewable-based polymers through mechanical recycling, chemical recycling and bio-circular feedstocks, supporting growing customer demand for circular and lower carbon materials.



#### Lowering emissions through disciplined portfolio and operational actions

Reduced scope 1 and 2 GHG emissions by approximately 3.2 million metric tons and scope 3 emissions by approximately 43 million metric tons compared to 2024, largely due to ceasing crude oil refining at the Houston refinery.



#### Building future capacity with capital discipline

Continued construction of *MoReTec-1*, LYB's first commercial-scale catalytic chemical recycling facility in Wesseling, Germany, targeted to start up in 2027, while maintaining disciplined pacing of investments in line with market conditions.



#### Advancing our Carbon Value Creation and Capture initiative

Advanced our CVCC initiative to align our climate ambition with commercial opportunity, generating momentum for differentiated lower-carbon product offerings.



#### Creating customer value through transparency

Achieved third party certification of our life cycle assessment and product carbon footprint methodologies, supporting customer needs.

Our sustainability approach

# Our refreshed approach



Our intent is to demonstrate how sustainability creates both societal and financial value.

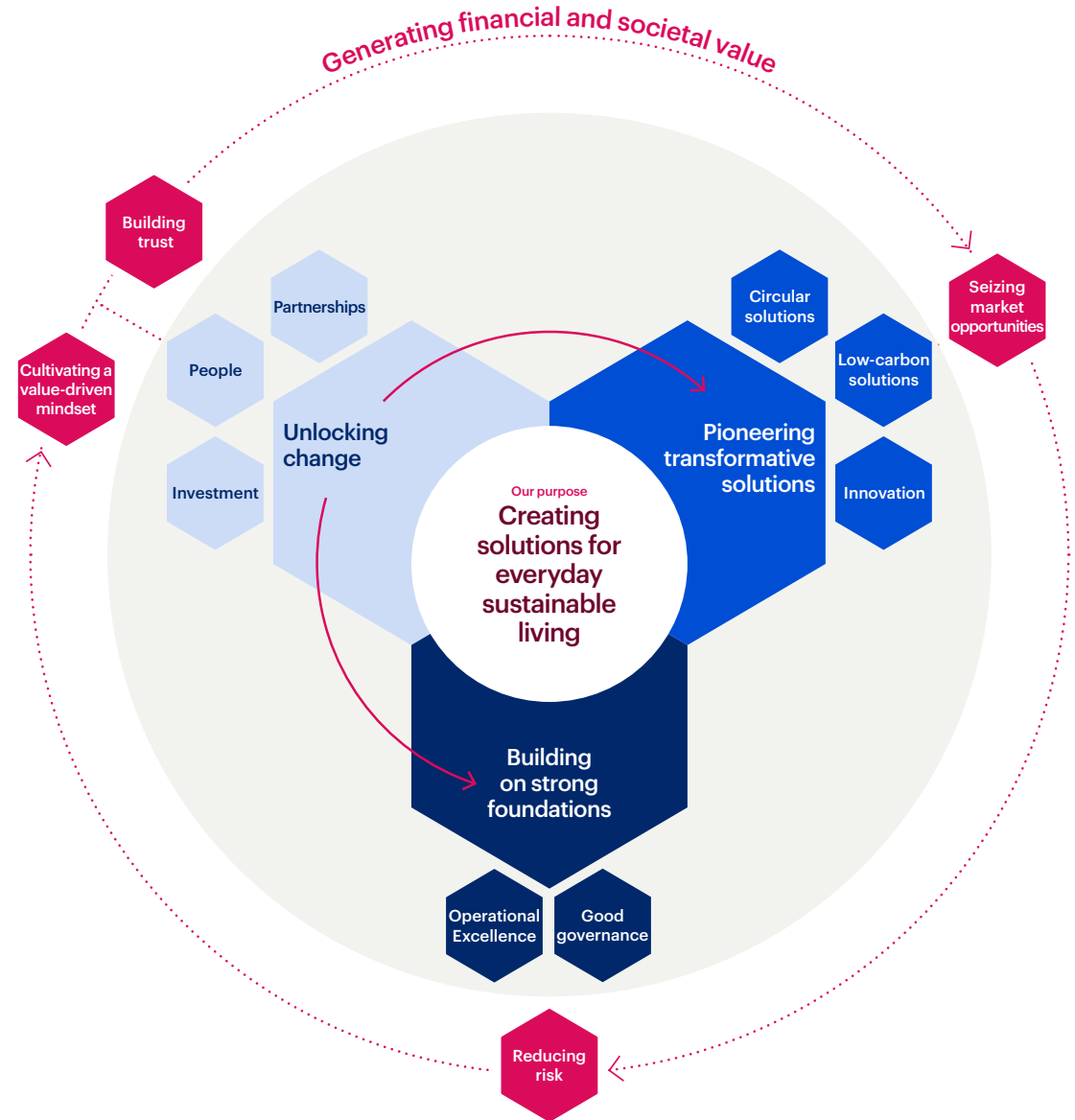
**Andrea Brown**  
Chief Sustainability Officer

## Why have we refreshed our sustainability approach?

Our sustainability approach has driven meaningful progress over the past five years.

As our business and external environment continue to evolve, we have refreshed our approach to sharpen alignment with LYB strategy and to more clearly demonstrate how sustainability supports performance, competitiveness and long-term value creation.

Our refreshed approach positions sustainability as a business-led discipline designed to generate both financial and societal value. We explain how we achieve this through three interconnected elements: building on strong foundations of operational excellence and good governance, unlocking change through our people, partnerships and investment, and pioneering transformative solutions. Together, these elements guide how sustainability strengthens performance today while positioning LYB for long-term growth and positive impact.



## Our refreshed approach continued

### Our approach is built on three interconnected elements that drive value

Together, these elements show how we manage risk, unlock change across our business and value chain and create opportunities for long-term growth through pioneering transformative solutions.

#### Building on strong foundations

Operational excellence and good governance underpin everything we do.

They help reduce risk and ensure our operations are safe, responsible and resilient.

#### Operational excellence

Our Operational Excellence program focuses on continuous improvement in safety, environmental performance and reliability across our operations.

- GoalZERO reflects our commitment to operating safely every day with zero incidents, injuries, and accidents.
- GoalZERO also includes a commitment to zero plastic pellet loss from our facilities.

#### Good governance

Strong governance frameworks and high ethical standards guide decision-making and support consistent, responsible execution of our strategy.

#### Unlocking change

We unlock change through three drivers: partnerships, people and investment.

Together, these drivers help build trust and embed a value-generating mindset across the business.

#### Partnerships

Collaboration across our value chain and with key stakeholders brings together diverse expertise to address shared challenges.

- Assess a minimum of 80% of our key suppliers globally using sustainability criteria by 2027.<sup>1</sup>

#### People

Our people drive change by fostering inclusion, encouraging innovation and contributing ideas through programs such as our Value Enhancement Program.

- Achieve at least 33% gender diversity in senior leader roles globally by 2032.<sup>2</sup>

#### Investment

Targeted investment enables progress and transformation, including projects such as *MoReTec-1*, which support the advancement of circular solutions.

#### Pioneering transformative solutions

We are advancing circular and low-carbon solutions to capture market opportunities and support long-term growth.

Our technical and commercial expertise, high-performing innovations, and an integrated ecosystem linking recycling capabilities with our existing production capabilities, help customers respond to regulatory change and rising demand for more sustainable products.

#### Circular solutions

We are developing a comprehensive portfolio of recycled and bio-circular products to reduce product carbon footprints and support circularity across key markets including packaging, mobility, and consumer goods.

- Produce and market 800,000 metric tons of recycled and renewable-based polymers annually by 2030.<sup>3</sup>

#### Low-carbon solutions

We are reducing emissions across our operations and value chain to bring lower-carbon footprint products to market while maintaining competitiveness.

- Net-zero GHG emissions from operations by 2050.<sup>4</sup>
- 32% absolute reduction in scope 1 and 2 emissions and 30% absolute reduction in scope 3 emissions by 2030.<sup>5</sup>
- 50% minimum of electricity procured from renewable sources by 2030.<sup>6</sup>

#### Innovation

We are developing and scaling breakthrough technologies, including *MoReTec* and *Newcycling*, to deliver the next generation of more sustainable materials.

#### Generating financial and societal value

As well as contributing to environmental and societal challenges, our approach demonstrates how sustainability can protect and create value for our company, our employees, customers, suppliers and the communities where we operate.

- **Reducing risk** through safe operations and strong governance.
- **Cultivating a value-driven mindset** by empowering employees.
- **Building trust** through engagement across the value chain.
- **Seizing market opportunities** by meeting demand for recycled and renewable-based plastics.

### Our material topics

Grounding this approach is a clear understanding of what matters most to our business and stakeholders. In 2024, we completed an EU Corporate Sustainability Reporting Directive (CSRD)-aligned Double Materiality Assessment, co-developed by our Sustainability, Finance, Legal and Enterprise Risk Management teams and informed by subject-matter expert engagement. This process identified climate change, circularity, pollution, our own workforce, consumers and end-users, and business conduct as our material topics. These priorities guide how we execute our approach.

➤ [For more detail on our assessment process refer to Materiality section.](#)

1. Key suppliers are determined using a rolling baseline, defined as group suppliers with more than \$1 million in spend in the preceding year.
2. As a Dutch company, we are required to set ambitious goals for gender representation (both male and female) in senior management positions. In accordance with Dutch law, our aspirational goal is to have at least 33% of male senior leaders and at least 33% female senior leaders, globally, by 2032.
3. Production and marketing includes: (i) joint venture production marketed by LYB plus our pro rata share of the remaining production produced and marketed by the joint venture, and (ii) production via third-party tolling arrangements.
4. Our net zero goal includes scope 1 and 2 emissions.
5. Relative to a 2020 baseline. Our scope 1 and 2 target is based on total scope 1 and 2 GHG emissions (market-based).
6. Based on 2020 procured levels.

## Our sustainability approach

# Making progress toward our goals

### In 2025, we continued to make good progress toward our ambitious goals.

Our recycled and renewable-based polymer volumes were 206kt in 2025, delivering 1% growth versus 2024 despite very challenging market conditions. While we still have some way to go to meet our 2030 goal, we anticipate change will not be linear, particularly, as *MoReTec-1* begins operations in 2027.

GHG emissions reductions from 2024 to 2025 were mainly due to the discontinuation of refining operations at our Houston refinery and the shutdown of our joint venture in Maasvlakte, the Netherlands. We achieved more than a 29% reduction in scope 3 emissions compared with our baseline year, coming very close to achieving our 30% reduction goal. We adjusted our scope 3 target boundary to align with evolving target setting guidance, resulting in expanded coverage.<sup>1</sup> Our adjusted target boundary encompasses significant scope 3 emissions, namely, categories 1, 11, 12, and 15, representing 94% of global scope 3 emissions. This expanded boundary raised the bar to achieve our 30% goal, but we are still on track to reach the goal by 2030.

After achieving our previous supplier sustainability assessment goal in 2024, we maintained positive momentum in 2025 as we continued progressing toward our 2027 target goal of assessing 80% of key suppliers against sustainability criteria.

1. Previously, the target boundary for our scope 3 goal included scope 3 category 2, 3, 4, 11, and 15 emissions, in line with SBTi guidance specifying that scope 3 targets should include two-thirds of estimated global scope 3 emissions.

|                                       |   | 2023      | 2024      | 2025                           |
|---------------------------------------|---|-----------|-----------|--------------------------------|
| <b>Circular solutions</b>             |   |           |           |                                |
| <b>800kt</b>                          | of recycled and renewable-based polymers produced and marketed annually by 2030 <sup>2</sup>  | 123kt     | 203kt     | <b>206kt</b>                   |
| <b>Low-carbon solutions</b>           |   |           |           |                                |
| <b>Net Zero</b>                       | greenhouse gas emissions from operations by 2050 <sup>3</sup>   |           |           |                                |
| <b>32%</b>                            | absolute scope 1 and 2 greenhouse gas emissions reduction from operations by 2030 <sup>4</sup><br>2020 baseline emissions (scopes 1 and 2): 23.2 MMt                    | 22.4 MMt  | 22.1 MMt  | <b>18.9 MMt</b>                |
| <b>30%</b>                            | absolute scope 3 greenhouse gas emissions reduction by 2030 <sup>5</sup><br>2020 baseline emissions (scope 3): 100.8 MMt  | 113.8 MMt | 113.6 MMt | <b>70.7 MMt</b>                |
| <b>50%</b>                            | minimum of electricity procured from renewable sources by 2030: <sup>6</sup><br>2020 procured electricity: 8.3 million MWh<br>Power purchase agreements (PPA) in place: | 0.4 MMWh  | 0.4 MMWh  | <b>0.6 MMWh</b><br><b>100%</b> |
| <b>Unlocking change</b>               |   |           |           |                                |
| <b>Achieve at least 33%</b>           | gender diversity in global senior leader roles by 2032 <sup>7</sup>   | 25%       | 25%       | <b>25%</b>                     |
| <b>80%</b>                            | assess a minimum of 80% of our key suppliers globally using sustainability criteria by 2027 <sup>8</sup>  | 39%       | 71%       | <b>74%</b>                     |
| <b>Building on strong foundations</b> |   |           |           |                                |
| <b>Zero</b>                           | plastic pellet loss to the environment from our facilities <sup>9</sup>   | 10kg      | 0kg       | <b>10kg</b>                    |
| <b>Zero</b>                           | incidents, injuries, and accidents <sup>10</sup>  | 48        | 44        | <b>39</b>                      |

2. Thousand metric tons. Production and marketing includes: (i) joint venture production marketed by LYB plus our pro rata share of the remaining production produced and marketed by the joint venture, and (ii) production via third-party tolling arrangements.

3. Our 2050 net zero goal includes scope 1 and 2 emissions.

4. Relative to a 2020 baseline. The target is based on total scope 1 and 2 GHG emissions (market-based).

5. Relative to a 2020 baseline. Baseline and prior year scope 3 emissions revised due to a change in methodology, and to reflect the change to our target boundary to encompass significant categories (1, 11, 12, and 15) in line with evolving target setting guidance.

6. Based on 2020 procured levels. PPAs in place defined as renewable energy generation capacity secured under PPA as a percent of the total renewable energy required to meet our 50% procurement goal.

7. As a Dutch company, we are required to set ambitious goals for gender representation (both male and female) in senior management positions. In accordance with Dutch law, our aspirational goal is to have at least 33% male senior leaders and at least 33% female senior leaders, globally, by 2032.

8. Progress represents the percentage of all key suppliers assessed. Key suppliers are determined using a rolling baseline, defined as group suppliers with more than \$1 million in spend in the preceding year. The key supplier concept was applied in 2024. Prior to 2024, a legal entity spend threshold of \$150,000 was applied.

9. For the purposes of our reporting, a loss is defined as an unplanned loss of polymeric solids from a site boundary in a quantity greater than 0.5 kilograms in a single incident.

10. Progress represents the number of recordable work-related accidents for both employees and contractors.

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# Pioneering transformative solutions

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# Q & A

## Bringing circular and low-carbon solutions to market

Insights from Torkel Rhenman,  
Executive Vice President, APS



### What is APS, and what role does it play within LYB?

Advanced Polymer Solutions (APS) is the LYB business focused on specialty compounding solutions. We produce and market advanced polymer materials – from polypropylene compounds and engineered plastics to masterbatches, colors and high-performance composites. The automotive sector is our biggest market, accounting for roughly half of our output, followed by appliances and packaging.

What really sets us apart is how closely we work with customers. Overall, the majority of our solutions are custom-made, designed to meet very specific performance, processing and sustainability needs.

I've been leading the APS segment for the past three years.

### What role do circular and low-carbon solutions play in APS?

Circular and low-carbon solutions are central to what we're building in APS. Being recognized as a leader in these areas isn't just an ambition – it's a core part of our strategy.

Demand for circular solutions has grown steadily, and not just in Europe. Now, when we start a development project with a customer, they frequently ask to see a formulation that contains the circular solution. It's becoming the baseline, not the exception.

Interest in carbon performance has also been rising. While it's typically been seen as secondary by our customers, more are asking questions about product carbon footprints and life cycle assessments, and they expect us to have the answers.

## Insights from Torkel Rhenman continued

### What makes APS uniquely positioned to deliver circular and low-carbon solutions?

It starts with how we work with our customers. Our relentless focus on customer centricity means we're able to support our customers' development processes, and that close collaboration is critical when introducing circular and low-carbon solutions. We're also masters in managing complexity – we can identify solutions that do not compromise on quality or performance.

Our position within LYB enables us to offer customers the complete solution. Through the LYB integrated ecosystem, which connects advanced sorting, mechanical and chemical recycling with our existing chemical production, in-house compounding and masterbatch capabilities, APS can deliver reliable circular and low-carbon solutions at scale.



### What is needed for increased uptake in circular and low-carbon solutions?

We're already seeing real progress. Most of our automotive customers have introduced circular solutions, actively staying ahead of upcoming end-of-life vehicle mandates. In fact, our APS sales of *Circulen* Recover polymers for the automotive sector tripled in 2025 compared with 2024. As our customers are gaining confidence that quality and performance requirements can be met, we see adoption rates growing. APS is, at the same time, building expertise in the supply chain for sourcing high-quality plastic waste.

We see a difference between brands that want to be leaders and those that just follow. Leadership brings value – not just in perception, but in readiness and resilience.

Through our comprehensive portfolio, our focus on customer centricity, and our long history of innovation, LYB is exceptionally well positioned to deliver value through circular and low-carbon solutions.



“Our relentless focus on customer centricity means we're deeply embedded in our customers' development processes.

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# Pioneering transformative solutions

## Circular solutions

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# Circular solutions

## Goals



Produce and market 800,000 metric tons of recycled and renewable-based polymers annually by 2030<sup>1</sup>

1. Production and marketing includes (i) joint venture production marketed by LYB plus our pro rata share of the remaining production produced and marketed by the joint venture, and (ii) production via third-party tolling arrangements.

## Why it matters

As lightweight, hygienic and durable materials, plastics meet essential societal needs and play a critical role in everyday life. They support safe food systems by keeping products fresh longer, reducing spoilage and enabling secure transport across long distances. In daily hygiene and healthcare, plastics are central to products ranging from personal care items to sterile medical devices, diagnostic tools and pharmaceutical packaging, enabling modern standards of public health and safety. Their versatility and strength contribute to lighter, more efficient vehicles, and they are used in components for wind turbines and solar panels as well as other energy-saving building materials. Plastics underpin modern living and in many applications, plastic delivers these benefits with a lower environmental footprint than alternatives such as glass or metal.

At the same time, plastic does not belong in the environment. We, along with many other stakeholders, recognize the pressing need to eliminate plastic waste leakage, avoid mismanaged plastic waste, and capture the value of these materials through recovery and higher value recycling solutions. Moving from a linear take-make-dispose model to a more circular system, where materials remain in use through recycling, reuse and innovative design, offers one of the most effective solutions to this challenge.

Demand for circular plastic products is anticipated to grow as consumers and society place greater emphasis on reducing plastic waste and increasing the use of recycled materials. Regulatory frameworks, particularly in Europe, are creating strong additional demand for circular plastic products. These policies are accelerating the shift toward circularity and reinforcing the need for high-quality recycled polymers with a lower carbon footprint.

Voluntary commitments from global brand owners are also creating strong and sustained demand for circular materials. Many companies in the consumer goods, packaging and retail sectors have set ambitious goals to increase the use of recycled and bio-circular content in their products. These commitments reflect growing consumer expectations for more sustainable options. As brand owners

work to meet these targets, the need for reliable, high-quality circular polymers will continue to accelerate. As a result, the market for these materials is expected to expand faster than current supply, creating a strong and sustained pull for materials made from recycled and lower-carbon sources.

These developments create a strategic opportunity for LYB. By offering circular solutions that meet this demand, we have the potential to create both financial value and societal value by providing products that help reduce plastic waste. Delivering reliable, high-quality circular materials strengthens our position in markets where sustainability expectations continue to grow and enables long-term competitiveness as customers increasingly seek low-carbon and circular products.

## 206kt

In 2025, we produced and marketed 206kt of recycled and renewable-based polymers<sup>1</sup>

## Circular solutions

# Context

**Regulatory requirements for recycled content are expected to become more stringent in the coming years, with the Single-Use Plastics Directive (SUPD) setting minimum recycled-content targets for single-use plastic beverage bottles and the Packaging and Packaging Waste Regulation (PPWR) establishing minimum recycled-content targets across most plastic packaging categories in Europe.**

In addition, the PPWR will require all plastic packaging placed on the EU market to meet harmonized design-for-recycling criteria. We also anticipate greater harmonization of Extended Producer Responsibility (EPR)<sup>1</sup> programs across Europe under forthcoming rules under the PPWR, as well as expansion of such programs in certain U.S. states. With the expansion of EPR programs, there is an opportunity to harmonize requirements to support increased planning certainty and investments in waste collection, sorting and recycling infrastructure across the value chain.

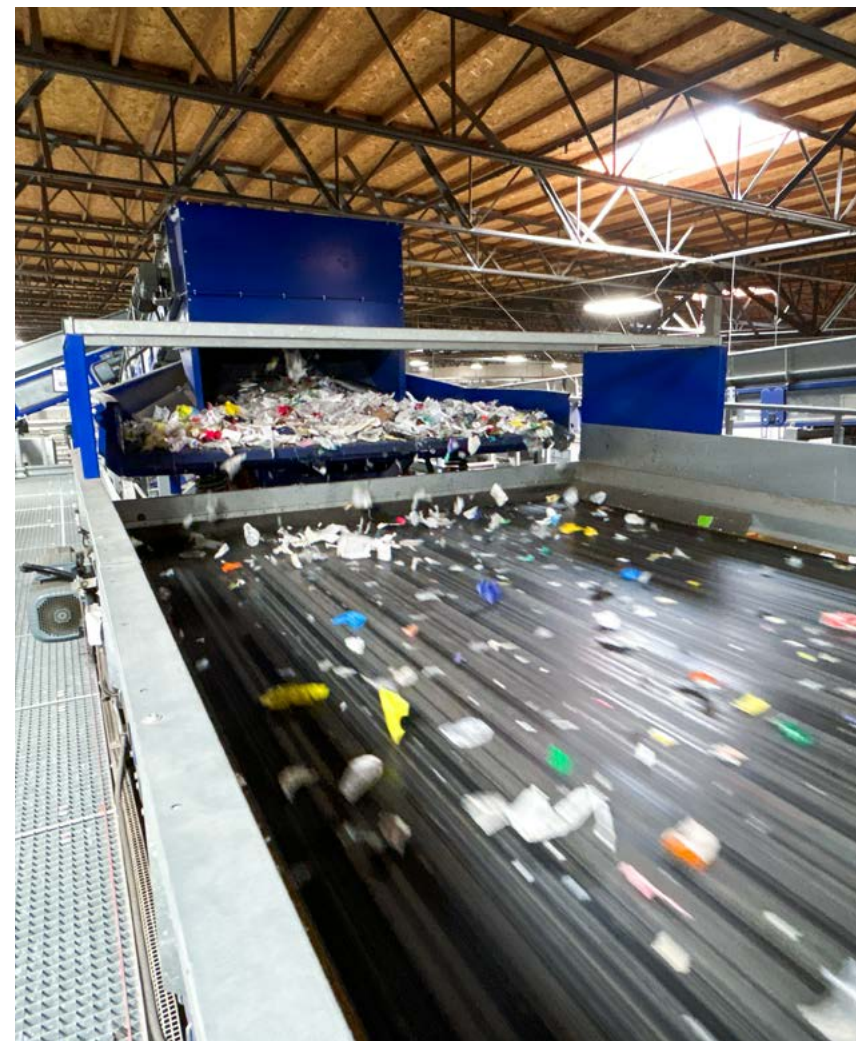
As recycled-content and design-for-recycling requirements expand, clear and consistent rules for how recycled content is calculated, attributed and verified are becoming increasingly important. Harmonized approaches to measurement, documentation and auditing help ensure recycled-content claims are comparable across markets and can be understood with confidence. With recycled-content targets embedded in EU legislation including the SUPD and PPWR, greater clarity on how chemically recycled content can be attributed to products, including the use of mass-balance accounting, is an important next step for EU policymakers to strengthen certainty and drive investment in chemical recycling. We are actively engaging in discussions to help ensure that emerging policies are enabling innovation and the scale-up of technologies that provide circular solutions.

As regulatory requirements and verification standards for recycled content become more stringent, brand owners are increasingly engaging directly with resin producers, seeking partners who can provide tailored solutions, technical expertise and transparent, traceable recycled content. They are looking for suppliers who can anticipate and respond to an evolving policy landscape, and who can collaborate closely with converters to meet demanding specifications and support recycled solutions.

To deliver recycled content at scale, resin producers need access to end-of-life plastics to serve as feedstock. These materials must be sorted, cleaned and processed, and new technologies such as solvent-based and chemical recycling are needed to utilize hard-to-recycle polymers. End-to-end traceability of these materials is also important to support confidence in recycled-content claims.

Together, these factors illustrate some of the enabling conditions needed to scale circular solutions, including clear regulatory frameworks, credible verification approaches and investment in waste collection, sorting and recycling infrastructure across the value chain.

Through targeted investments in recycling technologies, product and process innovation, and collaboration across the value chain, we are expanding access to circular and low-carbon solutions for plastics and supporting efforts to keep plastic waste out of the environment.



1. Extended Producer Responsibility (EPR) policies require companies to take responsibility for collecting, recycling, or safely disposing of their products and packaging after consumers are finished using them.

## Circular solutions

# Our approach

**We launched our Circular and Low Carbon Solutions (CLCS) business in 2022 to help meet growing demand for circularity by scaling solutions that aim to deliver financial value, and also environmental and societal benefits.**

Through targeted investments in recycling, product and process innovation, and collaboration across the value chain, we are expanding access to circular solutions for plastics and supporting efforts to keep plastic waste out of the environment.

Through our integrated ecosystem approach, which connects advanced sorting and recycling capabilities with our existing chemical and polymer production assets, we can unlock new markets, establish resilient feedstock supply and deliver solutions that meet regulatory requirements while supporting our customers' sustainability ambitions.

For example, our investment in our proprietary *MoReTec* catalytic chemical recycling technology is building a competitive advantage in the undersupplied market for high-performance recycled polymers in contact-sensitive applications such as food packaging and medical.

### Navigating the cycle

The current industry downturn has intensified capital constraints. Our integrated ecosystem approach helps us scale efficiently, leveraging existing assets and partnerships to improve capital efficiency. We have prioritized continued progress on key projects already underway, such as our *MoReTec-1* facility in Germany. However, the downturn means we have had to defer a final investment decision on *MoReTec-2*, a second catalytic chemical recycling plant planned in Houston. This provides us more time to engage with regulators, customers and brand owners in North America. Building a profitable Circular and Low Carbon Solutions business remains a key pillar of our strategy, and adopting a disciplined investment approach ensures we remain positioned to take advantage of long-term trends while managing near-term risks.

### Mechanical recycling

This process involves sorting, washing, grinding and melting plastic waste to transform it into new polymers without changing their chemical structure. Mechanically recycled polymers are suited for applications such as consumer rigid packaging, and caps and closures and are already applied in some contact-sensitive uses. However, their suitability for certain contact-sensitive applications can be more limited depending on feedstock quality and regulatory requirements.

### Chemical recycling

Chemical recycling technologies break plastic waste down to its molecular building blocks, which can be reintroduced into the polymer production process as a drop-in replacement for traditional fossil-based feedstock and attributed to the final product using a mass balance approach. Polymers sourced from this feedstock are suited for contact-sensitive applications, such as food packaging and healthcare. This process helps divert plastic waste from incinerators, landfills or the environment while delivering high-performance end products.

### Solvent-based recycling

Solvent-based recycling selectively dissolves polymers in a solvent to remove impurities without changing their chemical structure. Polymers produced through solvent-based recycling may be suitable for contact-sensitive applications.



Our approach combines mechanical, chemical and solvent-based recycling technologies, alongside bio-circular feedstocks, to support scalable value creation from circular and low-carbon solutions.

### Bio-circular feedstock

Bio-circular feedstock is derived from bio-based wastes and residues such as used cooking oil, and can serve as a drop-in replacement for traditional fossil-based feedstock. Bio-circular feedstock can be attributed to the final polymer through a mass balance approach.

Using bio-circular feedstock reduces reliance on fossil-based feedstocks and contributes to a lower product carbon footprint compared to virgin polymers. Polymers sourced from bio-circular feedstock are suited for contact-sensitive applications, such as food packaging and healthcare.

## Circular solutions continued

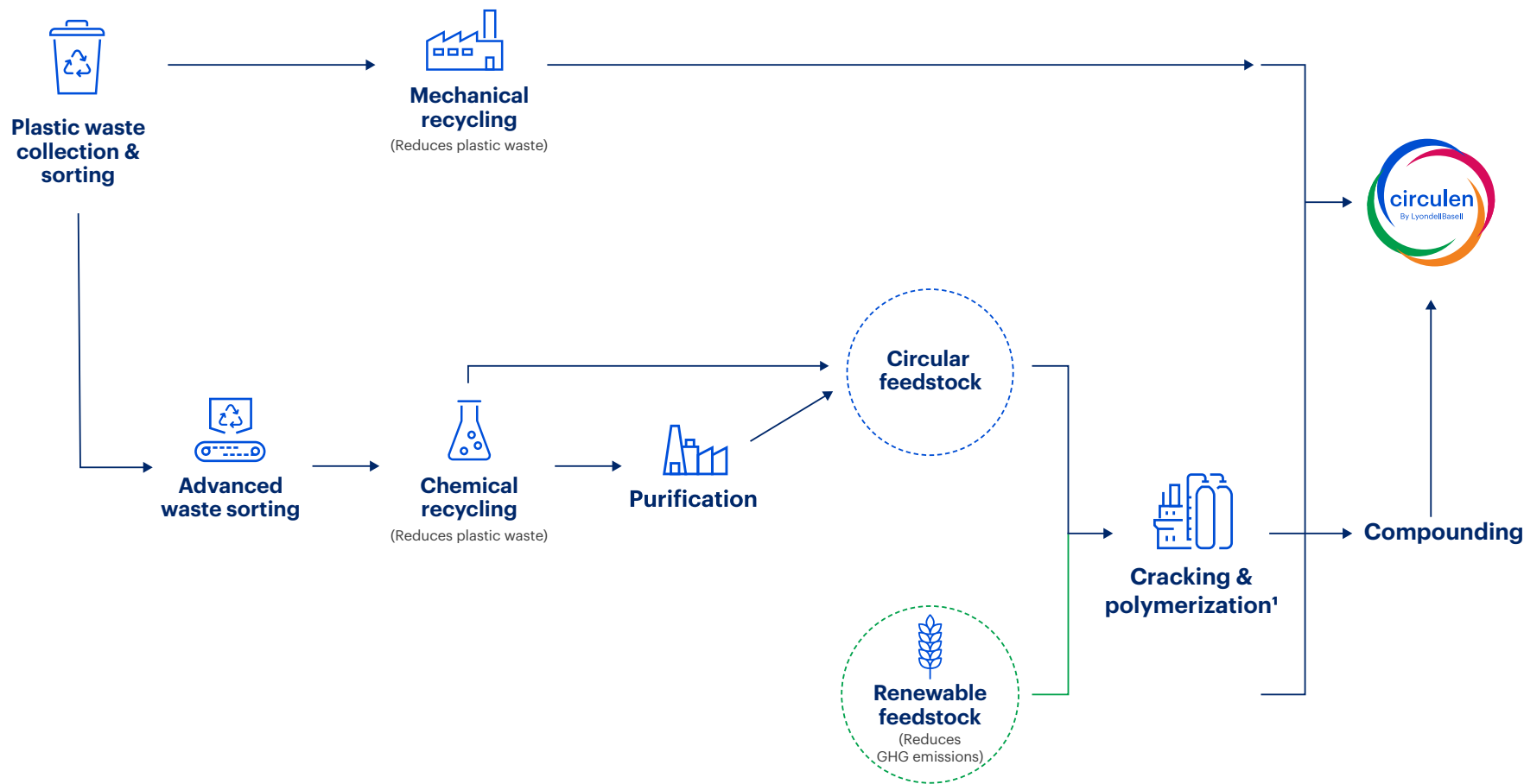
### The LYB integrated ecosystem approach

The integrated ecosystem approach is our strategic, differentiated business model designed to leverage our existing strengths – including scale in olefins and polymer production assets, leading market access, and technology leadership – to secure and expand reliable access to recycled and bio-circular feedstocks and to deliver circular and low-carbon solutions to our customers.

Instead of viewing circularity as a set of discrete projects, the integrated ecosystem approach connects advanced sorting, mechanical recycling and chemical recycling facilities with our existing asset base into one coordinated system. By linking these capabilities regionally, such as the capabilities we are building in Wesseling, Germany, we are able to create operational scale, optimize costs and capture more value from plastic waste.

Our model also enables us to provide a full portfolio of solutions to our customers, including solutions from mechanical recycling, chemical recycling and the use of bio-circular feedstock. This allows customers to select the solution that best meets their performance needs, regulatory requirements and sustainability goals.

### LYB integrated ecosystem for producing circular and low carbon solutions



1. Mixed with traditional feedstocks; alternative feedstocks attributed to CirculenRevive and CirculenRenew using an ISCC Plus certified mass balance approach.

## Circular solutions continued

### Investing upstream to secure feedstock

To scale circular solutions, we need consistent access to high-quality post-consumer and pre-consumer plastic waste, which today remains fragmented, under-sorted and under-collected across many regions. By investing directly in advanced sorting, we're creating the supply foundation needed to scale our CLCS business at LYB.

Quality feedstock is key to the success of any recycling process. Where high-purity, single-polymer waste streams exist, minimal pre-processing is required and mechanical recycling can be used to transform the waste into new polymers without chemical processing. However, post-consumer plastic waste streams are often highly heterogeneous and contain contaminants that can disrupt mechanical processing and compromise product quality. Where this is the case, advanced sorting and preparation is required to create suitable feedstock. Advanced sorting enables high-purity, single-polymer waste streams to be separated for mechanical recycling, and diverts plastics that cannot be mechanically recycled from landfill or incineration into chemical recycling.

Our joint venture investment in Germany provides an example. SourceOne Plastics will provide feedstock to our *MoReTec-1* catalytic chemical recycling plant under construction in Wesseling, helping to stabilize both the volume and quality of post-consumer input, which are significant bottlenecks for the production of circular polymers.

This joint venture is investing in advanced sorting and preprocessing capacity that can remove contaminants and tailor feedstock specifications to each recycling route. By reducing variability that may erode recycling yields, economics and product performance, this approach helps mitigate price volatility in waste markets, lowers rejection rates and helps accelerate customers' testing and approval processes.

### Mechanical recycling

Mechanical recycling is the process of physically transforming plastic waste into new polymers without changing their chemical structure, offering the shortest path from plastic waste to recycled polymers. Through mechanical recycling, we are able to deliver high-performance polymers with up to 100% recycled content, while supporting customers' circularity and product carbon footprint (PCF) reduction goals.

#### Key steps in the process:

- **Collection** of post-consumer or pre-consumer plastic waste. Dedicated sourcing teams ensure feedstock traceability and quality by working with verified suppliers. We work directly with waste management companies, EPR programs and local Material Recovery Facilities (MRFs) to source the highest-quality plastic waste bales.
- **Sorting** of plastic waste by polymer type (e.g., PP, HDPE).
- **Shredding and grinding** into smaller flakes.

- **Cold and hot washing** to remove contaminants.
- **Color sorting and material separation.**
- **Extrusion and melt filtration**, followed by **compounding with additives** where desired to add specific performance properties.
- **Quality testing and traceability:** each batch of our mechanically recycled resin, marketed under our *CirculenRecover* brand, is tested for consistency and supported by documentation for compliance and transparency.

[Read more about our Circulen portfolio.](#)

### Advancing mechanical recycling through R&D capability investments

In 2025, we advanced our mechanical recycling platform through targeted R&D investments at our Frankfurt Innovation Center. We introduced a new pilot plant equipped with advanced sorting, decontamination, extrusion and purification technologies that will enable our mechanical recycling production plants to improve feedstock quality and produce more consistent, higher-performing recyclates.

At the same time, we also expanded our analytical capabilities to better identify and assess potential contaminants in plastic waste streams. Enhanced trace analysis supports the safe use of mechanically recycled materials in more demanding applications with stringent safety standards, including cosmetic-grade applications.

Through collaborations with customers and suppliers, we are translating these advances into new post-consumer recycle (PCR)-based solutions, such as single-pellet materials that improve consistency and enable higher recycled content, as well as enhanced color-matching and masterbatch capabilities to support design flexibility.

### Strengthening our mechanical recycling footprint in Asia

Our mechanical recycling footprint includes a joint venture facility in Southern China. The facility completed its first full year of operation in 2025, producing post-consumer recycled polymers for rigid packaging applications.

In 2025, the facility achieved important milestones, receiving No Objection Letters (NOLs) from the U.S. Food and Drug Administration for its recycled polypropylene (rPP) and recycled high-density polyethylene (rHDPE) processes. This confirms compliance with stringent safety and quality standards for use in applications such as bottles and caps for personal care and cosmetics. The facility is also certified under EN 15343:2008, confirming adherence to traceability and quality assurance standards.

This joint venture helps secure feedstock, expand local recycling infrastructure and deliver high-quality PCR to customers across the Asia-Pacific region.



## Circular solutions continued

### Chemical recycling

Chemical recycling complements mechanical recycling by addressing hard-to-recycle mixed plastic waste that is not suitable for mechanical recycling and that would otherwise be landfilled or incinerated. As opposed to mechanical recycling, which physically reprocesses sorted plastic waste into new polymers without changing the chemical structure, chemical recycling technologies convert plastic waste into its basic building blocks. These products can then displace fossil feedstocks in existing production processes for new polymers.

#### MoReTec-1

MoReTec is our proprietary catalytic chemical recycling technology that enables high plastic-to-plastic yields (>80%<sup>1</sup>), achieved by its unique design and catalyst developed using over 70 years of LYB expertise in the chemical industry. Another key advantage of this technology is that it can be fully powered by renewable electricity. The MoReTec process offers a 50% lower carbon footprint<sup>2</sup> compared to fossil-based processes.

In 2024, we started construction of our MoReTec-1 plant in Wesseling, a commercial scale catalytic chemical recycling facility that will process an equivalent amount of plastic waste to that generated by around 1.2 million local people each year. This project, supported by a €40 million EU Innovation Fund grant,<sup>3</sup> exemplifies how we are scaling solutions to meet demand for circularity.



The MoReTec-1 plant is designed to produce 50,000 metric tons of feedstock annually, which will be used in our existing production units, and attributed to polymers marketed under our *Circulen*Revive portfolio. These polymers can be used in contact-sensitive applications such as food packaging and healthcare.

The MoReTec-1 facility will be a key part of our integrated ecosystem in Wesseling, benefiting from existing olefins crackers, downstream polymerization and compounding assets, established quality and product safety systems, and access to existing customers. We plan to source processed plastic waste feedstock for MoReTec-1 from our joint venture in Germany.

We expect to complete the construction, plant commissioning and start-up of MoReTec-1 in 2027.

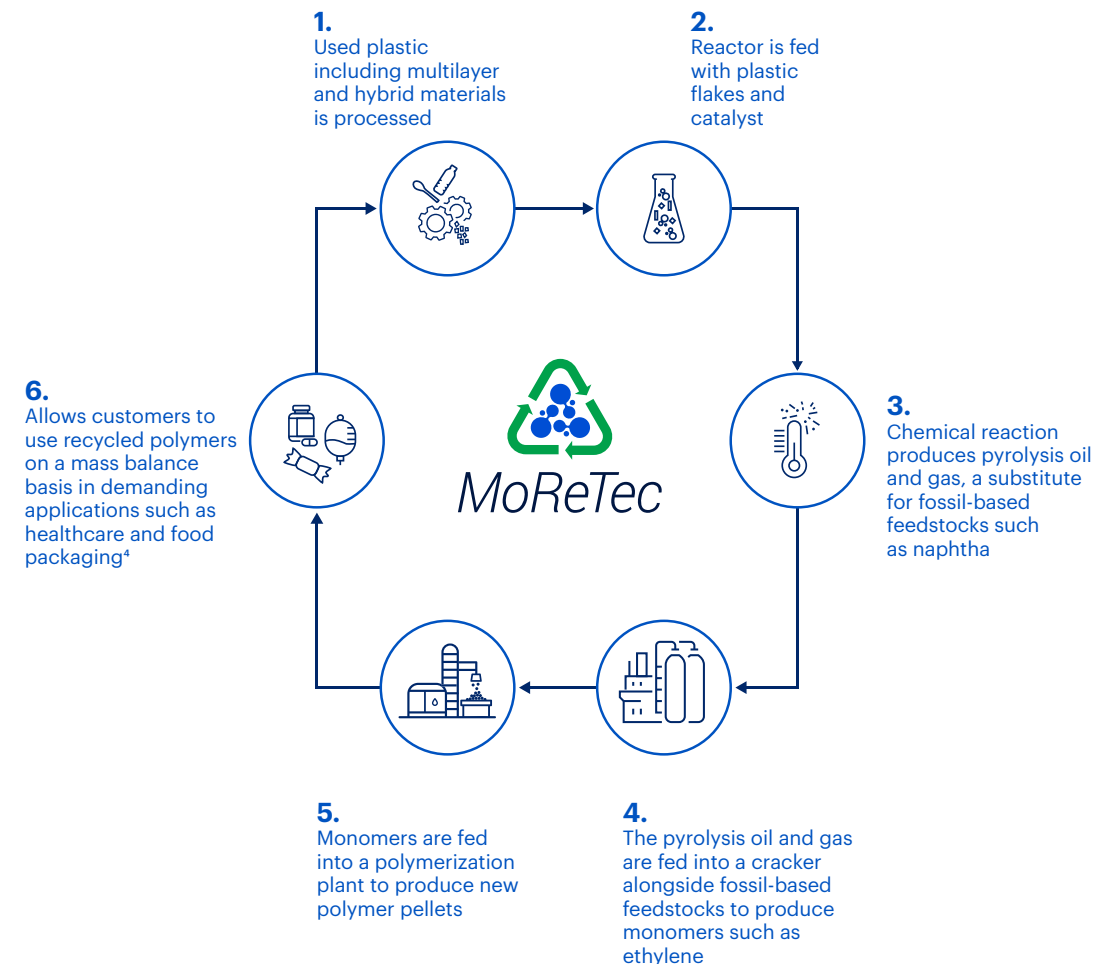
[> See the Investment section for more information.](#)

- Yield depending on the quality of the waste plastic feedstock. We define yield as the percentage by weight of the waste plastic (with >85% polyolefin feed) fed to the process that is converted into liquid and gaseous products (pyrolysis oil and pyrolysis gas) that can be used to produce new polymers.
- Feedstocks produced via the MoReTec process (pyrolysis oil and gas) displace fossil-based feedstocks in the olefins cracking process; the stated carbon footprint reduction is based on a comparison of life cycle assessment (LCA) results for (1) pyrolysis oil and gas produced by the MoReTec technology, and (2) fossil-based naphtha feedstock. LCA for pyrolysis oil and gas based on MoReTec pilot plant data. LCA for fossil-based naphtha includes carbon emissions associated with the production of fossil-based naphtha feedstock, plus incineration of the equivalent amount of mixed plastic waste required to produce pyrolysis oil and gas via the MoReTec process.
- Funding statement: Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Climate, Infrastructure and Environment Executive Agency (CINEA). Neither the European Union nor the granting authority can be held responsible for them.
- Individual polymers may or may not physically contain recycled content.

#### Key steps in the process

- Reactor is fed with plastic waste flakes and catalyst.
- Catalytic reaction produces pyrolysis oil and pyrolysis gas, which are substitutes for fossil-based feedstocks such as naphtha and Natural Gas Liquids (NGLs).
- Pyrolysis oil and gas are fed into an existing olefins cracker to produce monomers such as ethylene and propylene.
- Monomers are fed into an existing polymerization plant to produce polyethylene or polypropylene pellets with identical properties to fossil-based polymers.

#### How MoReTec-1 works



## Circular solutions continued

### Circulen portfolio

Our *Circulen* portfolio of polymers delivers business-led sustainability by combining polymer product performance with measurable environmental benefits. It offers customers multiple pathways to reduce virgin plastic use and lower product carbon footprints without compromising quality.

Our *Circulen* portfolio includes drop-in solutions that integrate seamlessly into many existing applications, helping customers reduce environmental impact while maintaining required performance levels. Where available, these products are backed by life cycle assessments (LCAs), product carbon footprint information, and ISCC PLUS certification for mass balance-based products.

#### CirculenRecover

*CirculenRecover* products are made through mechanical recycling, offering the shortest path from plastic waste to recycled polymer. These products enable up to 100% recycled content in certain grades and can deliver product carbon footprint reductions compared to virgin polymers.

##### Applications

- **Rigid packaging:** detergent bottles, caps, tubs, and containers for personal and home care.
- **Consumer goods:** suitcases, toolboxes, household items, thin-wall tubs and accessories for appliances.
- **Automotive:** interior visible parts and exterior components.
- **Modern living solutions:** dishwasher kickplates, vacuum cleaner accessories and appliance structures.

#### CirculenRevive

*CirculenRevive* products are made through chemical recycling, leveraging both our proprietary *MoReTec* technology and third-party pyrolysis oil offtake agreements. We attribute recycled content to finished products using an ISCC PLUS-certified mass balance methodology, which provides transparency, traceability and credibility. Mass balance attribution under ISCC PLUS certification enables up to 100% recycled content attribution in certain grades and serves as a drop-in solution for highly regulated applications.

##### Applications

- **Food packaging:** films, trays and containers requiring high purity.
- **Healthcare:** medical-grade applications with strict regulatory standards.
- **Industrial uses:** components demanding virgin-like performance.

#### CirculenRenew

*CirculenRenew* products are made by displacing fossil-based feedstocks with second-generation bio-circular feedstocks derived from waste and residue oils (such as used cooking oil), which do not compete with food or feed sources.

These feedstocks are co-processed with fossil-based feedstocks in our existing production processes. Mass balance attribution under ISCC PLUS certification enables up to 100% renewable content attribution in certain grades.

Within the *Circulen* portfolio, *CirculenRenew* offers the highest product carbon footprint reduction, compared to the equivalent virgin polymer, providing a drop-in alternative for highly regulated applications.

##### Applications

- **Food packaging:** films, trays and containers for fresh produce, snacks and ready meals.
- **Healthcare packaging:** medical-grade containers, blister packs and protective packaging.
- **Consumer packaging:** personal care bottles, thin-wall tubs and flexible pouches.



## Circular solutions continued

## Enablers that impact the pace of our progress and performance

We are providing greater transparency about what influences our ability to achieve our sustainability goals. Transitioning to a circular and low-carbon economy requires simultaneous progress across multiple enablers, many of which are outside of our control. These enablers include policy trajectories, customer demand, infrastructure availability and technology development.

Enablers are not static; they evolve over time, and those shifts affect our path. By articulating these dependencies, we aim to set clearer expectations, build trust and invite collaboration where shared action can accelerate progress.

For each enabler, we have identified fact-based signposts that help us assess changes in our operating environment and provide early insight into shifts that may affect cost structure, feasibility or timelines. We also outline key developments on these signposts that underpin the base case for our goals for 2025. By monitoring these signposts regularly and outlining the aspects that may accelerate or inhibit the pace of progress, we ensure our strategy remains adaptive, resilient and aligned with market realities.

Critical signposts to be monitored regularly, as they can either unlock upside opportunities or trigger downside risks depending on how they evolve

| Key enablers  | Key signposts   | Sources of upside  | Sources of downside   | Key Developments   |
|---|---|--|---|--|
| <b>Policy, regulation and standards</b><br><b>Policies, regulatory requirements and standards that drive demand for circular and bio-circular polymer solutions</b> | <ul style="list-style-type: none"> <li>Regulatory requirements mandating circular and bio-circular polymer content proposed and passed</li> <li>Laws recognizing chemical recycling as a form of plastics recycling</li> <li>Expansion of EPR schemes across key markets</li> </ul> <p>&gt; <a href="#">Please see Public policy section for more detail on LYB's policy positions on circular and bio-circular polymers.</a></p> | <ul style="list-style-type: none"> <li>Additional regulatory mandates beyond those already anticipated come into effect</li> <li>Strong enforcement of the regulations and mandates</li> <li>Establishment of a clear and implementable framework for mass-balance attribution of recycled plastic content, following the principle of fuel-use exclusion</li> </ul> | <ul style="list-style-type: none"> <li>Delays or weak implementation of regulatory mandates</li> <li>No or limited framework for the adoption of mass-balance attribution of recycled plastic content, following the principle of fuel-use exclusion</li> </ul> | <ul style="list-style-type: none"> <li>Single Use Plastics Directive (SUPD) Implementing Decision adopted in February 2026 recognizes chemical recycling and defines a fuel use exclusion mass balance accounting methodology</li> <li>The EU Packaging and Packaging Waste Regulation (PPWR) in force from 2025, introduces recycled content mandates from 2030</li> <li>Political agreement reached by EU policymakers on the EU End of Life Vehicle Regulation (ELVR), pending formal adoption, would allow chemical recycling to count towards targets</li> <li>U.S. State implementation of EPR programs that establish end market requirements for recycled plastic</li> </ul> |
| <b>Customer demand and willingness to pay</b><br><b>Customer adoption and willingness to pay for circular and bio-circular polymers</b>                             | <ul style="list-style-type: none"> <li>Brand owner 2030 voluntary commitments, including the Ellen MacArthur Foundation's Global Commitment 2030 for plastics</li> </ul>  | <ul style="list-style-type: none"> <li>Brand owners increase their voluntary commitments</li> <li>Additional value upside driven by green premium from consumers and brand owner sustainability targets</li> </ul>   | <ul style="list-style-type: none"> <li>Brand owners lower their voluntary commitments</li> <li>Price pressure due to lower willingness to pay by brand owners, delayed regulation or increased competition</li> </ul>   | <ul style="list-style-type: none"> <li>The Ellen MacArthur Foundation Global Plastics Commitment 2030 launched in 2025, which includes voluntary commitments by signatories on the use of post-consumer recycled plastics by 2030</li> </ul>   |
| <b>Investment profile and infrastructure development</b><br><b>Development of recycling infrastructure footprint</b>  | <ul style="list-style-type: none"> <li>Supply infrastructure (e.g., feedstock and sorting infrastructure) development</li> <li>Strategic acquisitions and JVs across mechanical and chemical recycling platforms</li> </ul>   | <ul style="list-style-type: none"> <li>Accelerated infrastructure development</li> <li>Accelerated execution on accretive deals and increased capital availability</li> </ul>  | <ul style="list-style-type: none"> <li>Slower than expected infrastructure development</li> <li>Permitting delays</li> <li>Limited availability or execution of accretive deals or low capital availability</li> </ul>  | <ul style="list-style-type: none"> <li>Progress on construction of MoReTec-1, LYB's first commercial-scale catalytic chemical recycling plant</li> </ul>   |

## Circular solutions

# Performance

**While navigating an ongoing industry downturn, our sales of recycled and renewable-based polymers remained at a similar volume to 2024.**

In 2025, we produced and marketed 206 kt of polymers sourced from mechanical recycling, chemical recycling and bio-circular feedstocks.

### Goal



**Produce and market 800,000 metric tons of recycled and renewable-based polymers annually by 2030<sup>1</sup>**

1. Production and marketing includes (i) joint venture production marketed by LYB plus our pro rata share of the remaining production produced and marketed by the joint venture, and (ii) production via third-party tolling arrangements.

### Recent awards

During 2025, we received two awards recognizing our leadership in circularity and low-carbon solutions. These awards would not be possible without strong support from our teams and close collaboration with our customers.

Our groundbreaking *MoReTec-1* catalytic chemical recycling plant, currently under construction in Wesseling, Germany, received the North Rhine-Westphalia (NRW) Global Business Award for supporting the transition towards a circular economy for plastics.

We also received the Society of Plastics Engineers (SPE) Automotive Division Innovation Award in the Sustainability Category, for our APS team's achievement in incorporating 30% post-consumer recyclates in manufactured cupholders in automobiles.

Awards such as these highlight our ability to deliver solutions that can meet regulatory and performance requirements while advancing sustainability goals.

[> Read more here.](#)



### Next steps

Moving forward, we will continue to focus on accelerating the scale-up of circular and low-carbon solutions through our integrated ecosystem approach:

- **Ramp up chemical recycling capacity:** continue construction and planning for commissioning of our *MoReTec-1* unit in Wesseling.
- **Secure waste plastic feedstock access:** continue disciplined investments in advanced sorting and secure third-party pyrolysis oil offtake agreements.
- **Broaden portfolio availability:** increase production of *CirculenRecover*, *CirculenRevive* and *CirculenRenew* grades across regions to enable growing customer adoption in demanding applications.
- **Enhance certification and traceability:** maintain ISCC PLUS certification across LYB sites and strengthen digital documentation for customer confidence.

## Circular solutions – Collaboration stories

## Digital product passport with Samsonite

LYB collaborated with Samsonite to pilot a groundbreaking Digital Product Passport (DPP) initiative for luggage made from our recycled and bio-circular-based polymers. For the first time, Samsonite was able to provide its customers with a detailed overview of a product's impact across its life cycle – setting a benchmark for digital traceability in circular plastics.



Elevate your sustainability

After supplying our mechanically recycled *CirculenRecover* polymers to Samsonite for many years, we are proud that Samsonite introduced our *CirculenRenew* bio-circular based polymers in one of its new collections. Two Samsonite collections using *Circulen* polymers were part of the DPP pilot.

- By scanning the QR code on the product, customers can gain insights into sustainability credentials and recycled content – empowering them to make informed, responsible choices.
- The pilot enables a shift to digitally enabled products, allowing greater transparency and traceability in recycled content and sustainability claims. According to Samsonite, the program has involved:
  - 8,000 suitcases;
  - 30 datapoints;
  - 27 suppliers;
  - 100 batches of material tracked;
  - 100% of recycled material traced.



## Henkel WC Frisch and Bref toilet rim blocks with *CirculenRenew*



We collaborated with Henkel to integrate polymers sourced from bio-circular feedstocks into its consumer products portfolio for the first time. Through our drop-in bio-circular-based solutions, Henkel was able to reduce the carbon footprint of its product without compromising performance.

Henkel introduced WC Frisch and Bref toilet rim blocks incorporating our *CirculenRenew* grades, which are sourced from second-generation bio-circular feedstocks derived from waste and residue oils.

Through this collaboration, we've demonstrated how drop-in solutions can enable brand owners to meet demanding product requirements for consumer goods while significantly reducing carbon footprint.

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# Pioneering transformative solutions

## Low-carbon solutions

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# Low-carbon solutions

## Goals



**Achieve net zero GHG emissions from our global operations by 2050<sup>1</sup>**

**Reduce absolute scope 1 and 2 GHG emissions 32% by 2030<sup>2</sup>**

**Reduce absolute scope 3 GHG emissions 30% by 2030<sup>2</sup>**

**Procure a minimum of 50% of electricity from renewable sources by 2030<sup>3</sup>**

1. Our net zero goal includes scope 1 and 2 emissions.

2. Relative to a 2020 baseline and prior year scope 3 emissions revised to encompass significant categories (1, 11, 12, and 15) in line with evolving target setting guidance.

3. Based on 2020 procured levels.

# Why it matters

**The chemical industry provides the essential building blocks for 95% of all manufactured goods worldwide,<sup>4</sup> from packaging and pharmaceuticals, to building insulation, smartphones and wind turbines. Therefore, transforming the chemical sector to diversify its feedstock and reduce its carbon footprint supports the sustainability goals of companies across nearly all industrial sectors.**

However, the chemical sector – responsible for roughly 3% of global carbon emissions<sup>5</sup> – faces a particularly hard and costly decarbonization challenge. Its operations rely on energy-intensive processes and fossil-based feedstocks, and significant emissions reductions will require major shifts in technology, infrastructure, and supply chains.

The number of companies setting climate targets continues to grow, and these targets increasingly include value chain, or scope 3, emissions. Science-based targets now cover over 40% of global market capitalization and a quarter of global revenue.<sup>6</sup> As a producer serving diverse end markets, LYB can play an important role in delivering low-carbon solutions to support companies' emissions reduction goals.

Our aim is to be a leader in creating value from low-carbon products, delivering solutions to advance our customers' climate ambitions by reducing greenhouse gas (GHG) emissions from our global operations and value chain. As demand for low-carbon footprint materials increases, we believe our ambitious climate goals will be a competitive advantage – not only generating value for LYB, our shareholders, and society, but also protecting value by reducing our exposure to more stringent climate regulation and strengthening our license to operate.

To capture this value, we have a multi-faceted approach to decarbonizing our assets. We are procuring renewable energy, executing energy efficiency initiatives and decarbonization projects, developing innovation pathways, and integrating cost of carbon considerations into decision-making.

In parallel, we are actively engaging in policy and standard-setting efforts that build support for broader industry and value chain adoption of economically feasible, low-carbon approaches. We believe that as market conditions improve, and value chain adoption of low-carbon solutions increases, we will be well placed to further advance implementation of value-accretive low-carbon technologies.

Our GHG reduction efforts are complementary to our circularity ambitions. Circular feedstocks are often lower in GHG emissions than their fossil alternatives, supporting customers' circularity and climate goals, while low-carbon technologies can further enhance the carbon benefits of circular products.

The LYB *Circulen* and *+LC* portfolios provide a range of circular and low-carbon solutions that can meet the regulatory needs and voluntary commitments of our customers. With a broad portfolio of recycled and lower-carbon footprint materials, we can offer customers sustainable solutions tailored to their needs.

The path to reducing emissions in the chemical industry is complex, and no single company can do it alone. Strong, predictable policy frameworks, consumer demand, and targeted financial incentives are needed to accelerate this transformation. These enablers will help to unlock innovation, open new markets, and support companies to compete and grow in a rapidly changing economic landscape. With the right external conditions to support, we can move from a vision into opportunity for long-term value creation.

4. <https://cefic.org/news/the-journey-of-chemicals-explained-from-raw-materials-to-95-of-all-manufactured-goods/>

5. Pathways to decarbonization | Chemicals | Deloitte Global.

6. <https://files.sciencebasedtargets.org/production/files/SBTi-Trend-Tracker-2025.pdf?dm=1755179660>

Low-carbon solutions

# Context

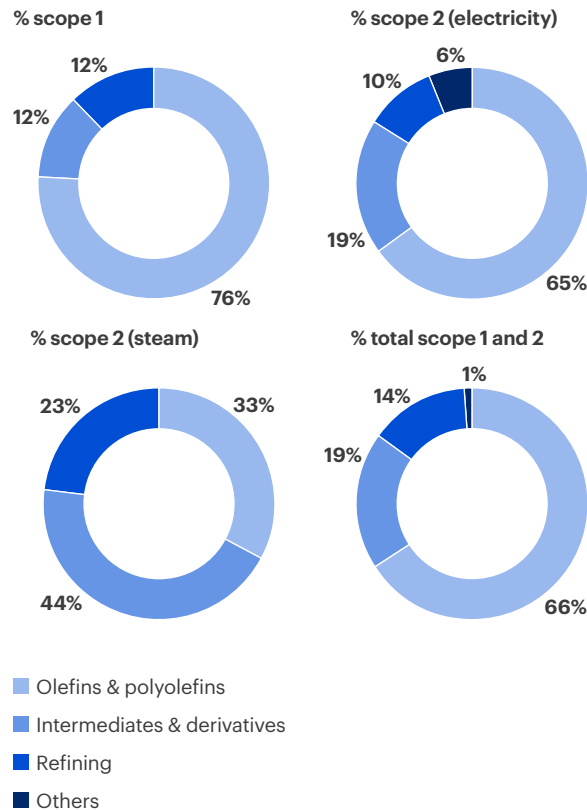
## Our operational emissions

Our global scope 1 and 2 emission footprint was 18.9 million metric tons in 2025, with roughly 72% from North American operations and 27% from Europe.

Scope 1 and 2 emissions from other regions made up less than 1% of our total. Some of our operations are highly energy-intensive, requiring significant amounts of heat, electricity, and raw materials. From our manufacturing operations, our olefin plants are the largest GHG emission contributor, representing approximately 72% of our scope 1 and 2 footprint. Our propylene oxide (PO) plants within our I&D business are the second largest contributor, representing approximately 21% of our scope 1 and 2 footprint.

Emissions from procured electricity represents around 14% of our scope 1 and 2 footprint. Procurement of electricity and steam is a key driver of GHG emissions in our non-olefin and non-PO assets. In addition, electrification projects could increase our total electricity needs. As a result, access to renewable electricity is crucial not only to address our current scope 2 emissions but also to support the development and implementation of GHG emission reduction technologies that require additional electricity demand.

### 2020 baseline scope 1 and 2 GHG emissions by segment

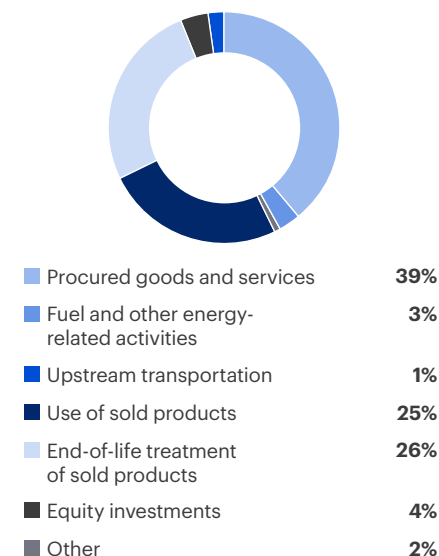


## Emissions in our value chain

Globally, we estimate scope 3 emissions at around 75.6 million metric tons in 2025, with the largest subcategories being purchased goods and services, use of sold products, and the end-of-life treatment of sold products.

In 2025, we discontinued refining operations at our Houston refinery, significantly reducing scope 3 emissions overall. The largest subcategories of scope 3 emissions in 2025 were purchased goods and services (39% of total scope 3 emissions), emissions from the end-of-life treatment of sold products (26% of total scope 3 emissions), and emissions from the use of sold products (25% of total scope 3 emissions).

### Breakdown of scope 3 GHG emissions by emission source



## Low-carbon solutions

# Our approach

At LYB, all investments are supported by clear business cases, and investments in GHG reduction are no exception. These investments help create the conditions needed for low-carbon solutions to thrive.

Reducing GHG emissions from chemical facility operations requires significant capital investment. While the intended pace of investment has slowed due to evolving market conditions and the need for disciplined capital allocation, our pathway to 2030 still plans for significant emission reductions. Through GHG emissions reductions across our scope 1 and 2 emission sources, we can manufacture products that have a lower product carbon footprint. LYB has a cross-functional Carbon Value Creation and Capture (CVCC) initiative to harness the anticipated growing demand for low-carbon products to realize value from these emissions reductions.

CVCC represents a business-wide transformation, bringing together all LYB business units. This collaboration integrates low-carbon opportunities into product development, market strategy, and customer engagement, and supports effective advocacy for policies and standards needed to enable new markets for low-carbon products. With CVCC, we are providing input on product carbon footprint, corporate GHG accounting, target setting, and chain of custody standards; and engaging with our customers and brand owners to identify areas of joint opportunity to realize value from low-carbon products. By offering lower-carbon footprint products, we are able to bring a full value proposition to our customers and brand owners that complements our circular solutions.

## Reducing our emissions to support low-carbon solutions

### Scope 1 and 2 emissions

Our pathway to net zero scope 1 and 2 emissions harnesses four primary reduction levers – energy efficiency, renewable and low-carbon electricity with electrification, hydrogen, and carbon capture and storage/utilization.

- **Energy efficiency:** Optimizing our energy use in manufacturing processes. This lowers our energy consumption, reduces associated GHG emissions, and decreases operational costs. Energy efficiency is embedded in our operational culture, and our Energy Efficiency Center of Excellence works

closely with sites to develop best practices, conduct audits and self-assessments, and generate ideas to identify and evaluate energy-saving opportunities. These opportunities are then integrated into our Value Enhancement Program (VEP), ensuring that employees are not only trained but actively engaged in implementing solutions that reduce energy consumption and emissions, and understand the value being created.

- **Renewable and low-carbon electricity and electrification:** Sourcing low-carbon electricity, including from renewable electricity projects, and electrifying processes where feasible to reduce reliance on fossil fuels. We source low-carbon electricity primarily through power purchase agreements (PPAs) in the regions where we operate.
- **Hydrogen:** Increasing the use of low-carbon hydrogen in our fuel mix used for energy on-site, to replace other more carbon-intensive fuels. When sourcing hydrogen, we take a technology-agnostic approach to low-carbon hydrogen production pathways, focusing on sourcing cost-competitive low-carbon hydrogen as a key lever to reduce our site-level emissions.
- **Carbon capture and storage/utilization (CCS/CCU):** Capturing and either storing or reusing CO<sub>2</sub> from our operations to reduce direct emissions. We believe CCS can play an important role in reducing emissions, for example, capturing CO<sub>2</sub> emissions from the reforming process to produce hydrocarbons with a low-carbon footprint, as well as addressing other hard-to-abate point sources in our value chain.

Beyond these four levers, we continuously investigate novel production processes with low GHG emissions, especially for potential application in our core olefin and propylene oxide production processes.

## Pathway to net zero scope 1 and 2 emissions from global operations

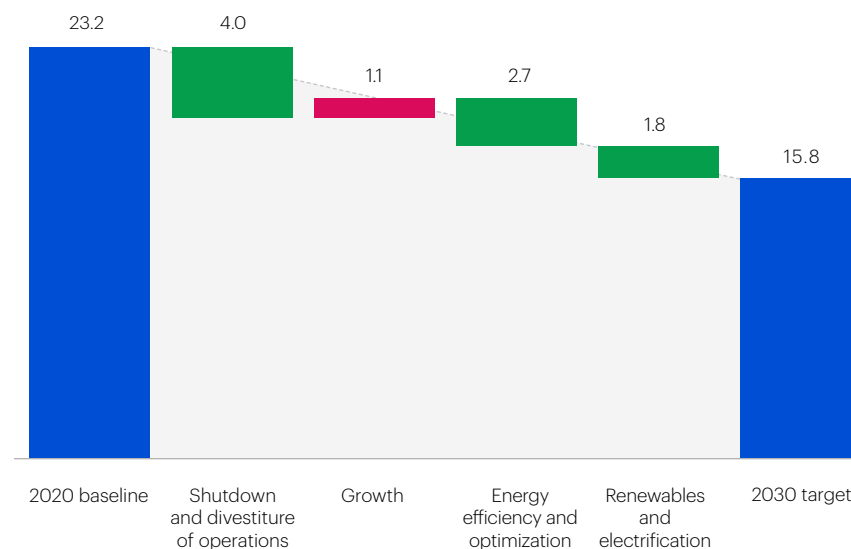
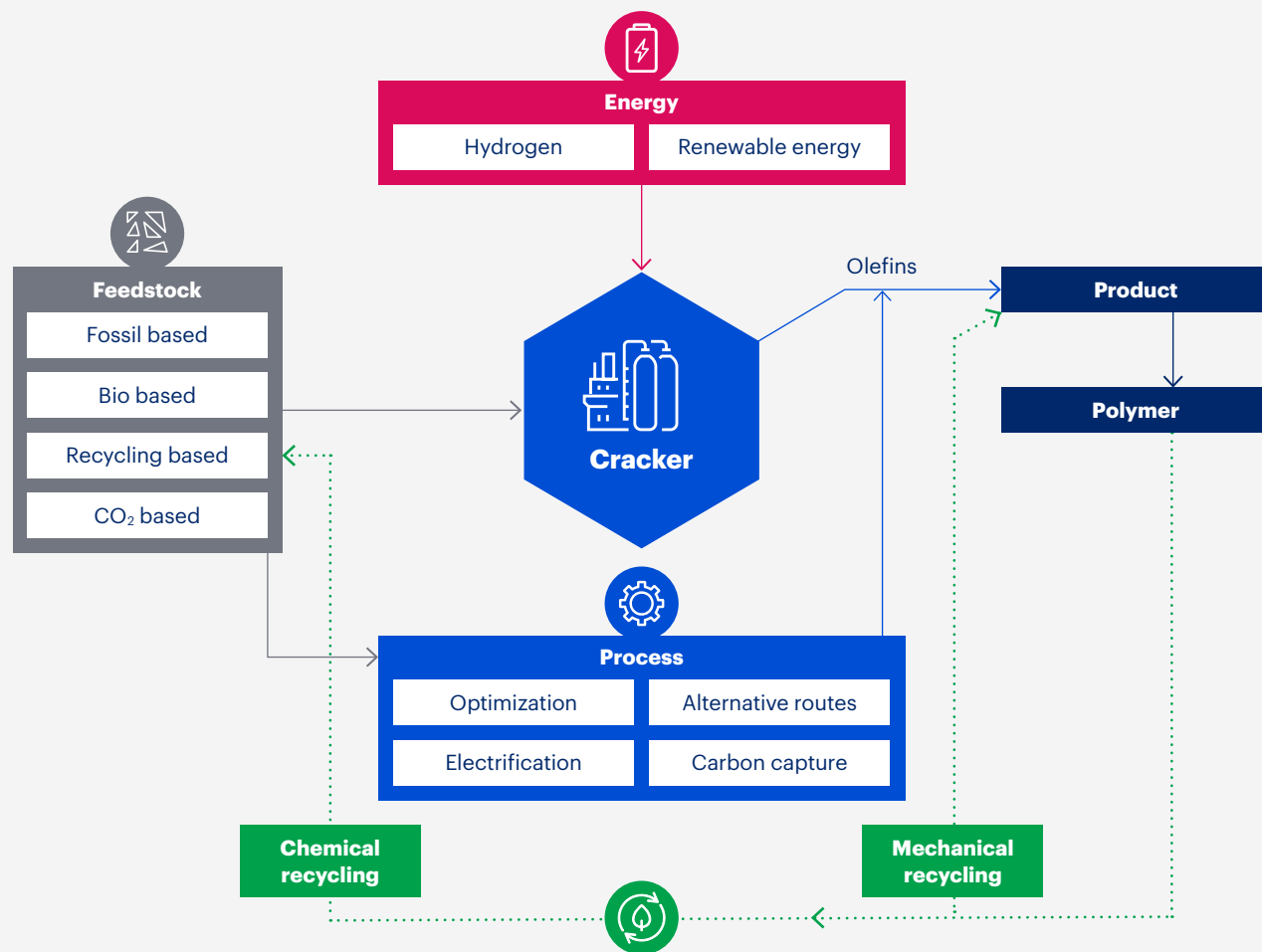


Chart represents projected pathway based on portfolio changes and potential reduction opportunities from our four reduction levers; our actual pathway may vary. Projects are in various stages of planning, development, and execution, and are subject to risks, uncertainties, and other factors. Shutdown and divestiture of operations includes anticipated emission reductions due to announced operational shutdowns, and anticipated changes to the emission level that corresponds to our 2030 target due to transactions closed in 2025 requiring baseline adjustments in future reporting cycles.

## Our approach continued

### Tomorrow's net zero/circular cracker<sup>1</sup>



1. Graphic depicts the most material sources of GHG emissions; remaining sources to be addressed through other site reduction measures to reach net zero scope 1 and 2.

### Internal carbon pricing and the use of carbon offsets

Through internal carbon pricing, we drive cost-effective climate action by assigning a monetary value to our GHG emissions. We integrate this cost into our business planning and capital project selection processes, to help optimize energy efficiency improvements and emissions reductions.

We use a regionally differentiated approach, with price levels aligned with the EU Emissions Trading System (ETS) carbon market in the EU, and industry benchmarks in the U.S. and for the rest of our global operations. In 2025, price levels were defined at 71 EUR/ton CO<sub>2</sub>e for EU projects and 44 USD/ton CO<sub>2</sub>e for projects in the Americas and globally. Where carbon price is not a function of local regulations or markets, we select an implied or shadow price to globally optimize project selection.

Our internal carbon price covers scopes 1 and 2, supporting progress toward our operational emissions reduction targets. As the energy transition progresses, we anticipate an increased value for carbon, driven by expected increases in global carbon regulations and growing customer willingness to pay a premium for low-carbon products.

We support carbon pricing schemes that effectively and equitably facilitate a transition to a net zero economy. We believe a global carbon price provides the most efficient, fair, and uniform way to reduce GHG emissions at scale. In the absence of a global price on carbon, in the near term, we support regionally implemented cap-and-trade programs and effective carbon leakage protection measures to ensure our production remains competitive.

Our current path to meeting our 2030 climate goals does not include the use of offsets. We continue to engage with leading third-party providers to assess approaches, benchmark peer strategies, and explore opportunities for potential pilots. To ensure our approach remains credible and aligned with evolving guidance, we are also closely monitoring updates from SBTi and other target-setting frameworks on the role of offsets.

## Our approach continued

### Scope 3 emissions

**Our approach to reducing scope 3 emissions incorporates three reduction levers – discontinuing of refining operations, alternative feedstocks, and lower-carbon fuels.**

- **Discontinued refining operations:** In the first quarter of 2025, we ceased crude oil refining operations at our Houston refinery. We estimate this decision will significantly reduce scope 3 emissions, including those related to crude oil procurement and the sale and marketing of petroleum refined products, by approximately 40MMt annually by the end of 2026, compared with 2020 baseline levels.
- **Alternative feedstocks:** We continue to incorporate bio-circular and recycled feedstocks within our product portfolio, which can help reduce scope 3 emissions by displacing fossil-based raw materials.
- **Lower-carbon fuels:** Shifting to less carbon-intensive fuels to fire our furnaces has the potential to reduce scope 3 emissions, in addition to reducing our scope 1 and scope 2 emissions. By reusing captive hydrogen and reforming methane-rich gas streams into hydrogen, we can displace fossil fuels like natural gas in our fuel mix and avoid emissions linked to the upstream production of these fuels.

Supplier engagement can also contribute to scope 3 emission reduction. Collaborating with feedstocks, raw materials, and logistics suppliers helps us better understand product carbon footprints and identify potential reduction opportunities. To harmonize scope 3 accounting across the value chain, we support international industry guidelines. These include the Together for Sustainability Product Carbon Footprint<sup>1</sup> guidance and the Global Logistics Emissions Council (GLEC) Framework.<sup>2</sup>

While we're continuing to make strong progress toward our 2030 scope 3 goal, setting a long-term scope 3 goal remains challenging. This is due to factors such as the ability to influence emissions across diverse value chains, the reliance on estimates, and the challenges of evolving disclosure standards. Alternative feedstocks offer a practical scope 3 reduction lever, but significant reductions in scope 3 emissions from this lever are limited due to the availability of alternative feedstocks. Industry research has highlighted that even in the EU with its supportive regulatory backdrop, fossil-based feedstock is still expected to meet 35% of the EU chemical industry's needs by 2050.<sup>3</sup>



### Science-based target setting frameworks

Standardized frameworks that drive science-aligned target setting for companies on climate change are important enablers to assessing progress and opportunities for value creation from low-carbon solutions. In 2025, LYB continued engagement with several of our peers in the Science-Based Target initiative's (SBTi) Expert Advisory Group (EAG) to provide input into the target setting guidance for the chemical industry. Additionally, LYB has contributed to the public consultation for updates to the SBTi's Net Zero standard.

LYB had previously been committed to having its 2030 scope 1 and 2, and scope 3 goals validated under the SBTi target-setting framework. Due to changes to our 2030 climate scope 1 and 2 goal, we will not be pursuing this validation. LYB continues to value and contribute to initiatives such as SBTi and other voluntary target-setting frameworks that drive consistency and transparency for stakeholders.

1. Refer to: <https://www.tfs-initiative.com/product-carbon-footprint-pcf>

2. Refer to: [https://smart-freight-centre-media.s3.amazonaws.com/documents/GLEC\\_FRAMEWORK\\_v3\\_UPDATED\\_25\\_10\\_23.pdf](https://smart-freight-centre-media.s3.amazonaws.com/documents/GLEC_FRAMEWORK_v3_UPDATED_25_10_23.pdf)

3. Refer to: <https://cefic.org/app/uploads/2025/05/The-Carbon-Managers-iC2050.pdf>

## Our approach continued

### The role of sustainability standards in creating value from low-carbon solutions

To enable value creation from low-carbon products and support the investments required for deep decarbonization across the industry, robust, harmonized standards are needed to provide a common approach for consistently calculating and comparing the emissions associated with products across value chains. Chain of custody approaches are also needed to verify and trace the emission impacts of GHG reduction projects through to specific products. In addition, these approaches must be recognized within corporate GHG accounting methods and target-setting frameworks for product-level reductions to count toward a downstream company's overall GHG emissions goals. Therefore, harmonized standards at the product and corporate level, and traceability are key to ensuring value can be realized across the value chain from corporate decarbonization actions.

1. Mass balance accounting is a chain of custody method that tracks the low-carbon or recycled inputs and outputs of materials through complex production systems and credibly attributes them to specific products.

### Product carbon footprint (PCF)

PCFs quantify cumulative greenhouse gas emissions from upstream supply chains and processing activities up to the factory gate (“cradle-to-gate”) or end of life (“cradle-to-grave”), enabling transparency on product-level attributes. Credible, transparent PCFs are essential to enable customers to meet their corporate decarbonization goals, substantiate product claims, compare results, and satisfy customers’ procurement and scope 3 data collection requests. LYB has been actively engaging in various standards and approaches, including in Together for Sustainability (TfS), to bring a more harmonized approach to PCF measurement across the industry, and support more comparability of results.

Credible PCFs help customers compare options and support LYB’s positioning in markets where carbon performance increasingly influences purchasing decisions. Our ambition is to complete full life cycle assessments and PCF calculations for the majority of our product portfolio by the end of 2026.

In November 2025, LYB’s Life Cycle Assessment methodology – used to generate PCFs and assess other environmental impacts – was independently certified by TÜV Rheinland as conforming to ISO 14040/14044/14067 and the TfS PCF Guideline.

This independent assessment confirms the scientific rigor and traceability of our approach, which we apply consistently across our global product portfolio. The certificate is available on [TÜV’s website](#).

### Chain of custody

Chain of custody (CoC) ensures the traceability and integrity of sustainability attributes – such as emissions reductions, renewable inputs, or recycled feedstocks – from source to final product. We are using the internationally known ISCC PLUS certification to introduce bio-circular and recycled feedstocks into our production processes, and attribute the content to our *Circulen* and *+LC* products through mass balance.<sup>1</sup>

We believe extending CoC beyond circularity to credibly attribute GHG reduction actions to specific products is necessary. This approach has the potential to unlock opportunity for low-carbon products by linking GHG reduction activities at assets to the downstream demand for differentiated, lower-carbon product offerings.

To enable a market for low-carbon products, CoC must also be embedded within widely adopted PCF standards such as ISO 14067, the GHG Protocol Product Standard, and the TfS guideline to ensure comparability, avoid competing claims, and support the transformation of core chemical assets. We are contributing to the development of ISO standards for a form of CoC known as mass balance (ISO 22095-2:2006 Chain of custody Part 2: Requirements and guidelines for mass balance) and for application of mass balance to LCAs (ISO/WD 14077.2 Environmental management – Life cycle assessment – Requirements and guidelines for application of Chain of Custody (CoC) approaches in Life Cycle Assessment (LCA)).

### Our low-carbon solutions

The LYB *Circulen* and *+LC* portfolios provide a full range of circular and low-carbon solutions that help our customers meet regulatory requirements and voluntary commitments.

In 2023, LYB launched its *+LC* brand, a series of our chemical products, including propylene oxide and styrene monomer, sourced from bio-circular feedstock attributed using an ISCC PLUS certified mass balance approach. *+LC* products

have a product carbon footprint at least 20% lower than the equivalent fossil-based products and are available to customers globally. Since launch, LYB has successfully collaborated with customers who have used *+LC* products in a broad range of applications including cleaning agents used in the aerospace and semiconductor industries, tire production, resins for boat and yacht construction, expanded polystyrene (EPS) packaging materials, and as stabilizers for liquid detergents.



## Our approach continued

# Helping to scale industrial decarbonization

LYB is a founding member of the Center for Decarbonization Demand Acceleration, a coalition of companies from diverse value chains which seeks to explore the policy and incentives needed for low-carbon materials.



Convened by the World Business Council for Sustainable Development (WBCSD), the Center for Decarbonization Demand Acceleration (CDDA) is a cross-sector coalition that focuses on evaluating emerging demand-side policies and standards that support low-carbon products and technologies, and equipping procurement teams to identify and source low-carbon solutions.

The CDDA initiative is focused specifically on demand-side action as a lever to scale industrial decarbonization. It goes beyond voluntary emission reduction commitments by identifying policy and procurement mechanisms that could influence investment decisions and unlock new markets for low-carbon products.

During 2025, the initiative contributed to the WBCSD policy brief “[Mobilizing markets – Demand policies that deliver](#)”, building on WBCSD’s Business Breakthrough Barometer work. This flagship report provides the business perspective on demand-side policies and outlines policy priorities including green public procurement, mandatory mechanisms, and buyer incentives. The report serves as a key reference point for policymakers, industry leaders, and public procurement officials, emphasizing the need for consistent chain of custody models and verified product carbon data as prerequisites for effective demand-side policy.

By collaborating in this initiative, we have learned that identifying meaningful demand signals requires broad participation across the value chain. Building a strong coalition of the willing – including buyers, suppliers, and policymakers – is essential to move from intent to action.

Looking ahead, the CDDA is now embedded within WBCSD’s Emissions Reduction Accelerator (ERA) and will focus on translating the recommendations in the Demand Action Brief into concrete policy proposals, procurement frameworks, and pilot programs. LYB will continue contributing technical input, supporting the design of standardized chain of custody models, and collaborating with downstream partners on pilot initiatives. Ultimately, we hope to see the adoption of policies that will accelerate demand for verified low-carbon materials, creating significant commercial opportunities.

## Our approach continued

### Enablers that impact the pace of our progress and performance

We are providing greater transparency about what influences our ability to achieve our sustainability goals. Transitioning to a circular and low-carbon economy requires simultaneous progress across multiple enablers, many of which are outside of our control. These enablers include policy trajectories, customer demand, infrastructure availability and technology development.

Enablers are not static; they evolve over time, and those shifts affect our path. By articulating these dependencies, we aim to set clearer expectations, build trust and invite collaboration where shared action can accelerate progress.

For each enabler, we have identified fact-based signposts that help us assess changes in our operating environment and provide early insight into shifts that may affect cost structure, feasibility or timelines. By monitoring these signposts regularly and outlining the aspects that may accelerate or inhibit the pace of progress, we ensure our strategy remains adaptive, resilient and aligned with market realities.

➤ [For more details, please see the Public policy section for LYB's climate-related policy positions, the Low-carbon solutions section on the role of chain of custody and PCF standards, and LYB's Climate Advocacy Report on \[lyb.com\]\(https://lyb.com\).](#)

Critical signposts to be monitored regularly, as they can either unlock upside opportunities or trigger downside risks depending on how they evolve

| Key enablers   | Key signposts  | Sources of upside   | Sources of downside  | Key developments   |
|--|--|---|--|--|
| <p><b>Policy, regulation and standards</b><br/> <b>Policies, regulatory requirements and standards that drive demand for low-carbon solutions, including standards, certifications and target-setting frameworks</b></p> | <ul style="list-style-type: none"> <li>• Policies and regulations that support a cost-effective transition to net zero for the chemical industry, while supporting competitiveness and avoiding carbon leakage</li> <li>• Policies that support end-consumer market demand for low-carbon products</li> <li>• Harmonization and interoperability of PCF standards across the value chain</li> <li>• Mass balance chain of custody developments in key standards</li> </ul> | <ul style="list-style-type: none"> <li>• Policies and regulations implemented faster or more effectively than anticipated</li> <li>• Revisions to key standards that include harmonized approaches to PCF, and mass balance chain of custody acceptance</li> </ul>  | <ul style="list-style-type: none"> <li>• Delays, retraction or weak/ineffective implementation of policies and regulations</li> <li>• Revisions to key standards that do not include harmonized approaches to PCF, and mass balance chain of custody acceptance</li> </ul>   | <ul style="list-style-type: none"> <li>• Shifts away from policies in the U.S. that supported decarbonization projects, lowering confidence in low-carbon investments</li> <li>• Critical Chemicals Alliances (CCA) launched by the European Commission in early 2026 to accelerate the production of sustainable chemicals in Europe and develop low-carbon Lead Markets by stimulating demand</li> <li>• ISO standards development that includes guidance for applying mass balance in LCA</li> <li>• Draft standards for SBTi and GHG Protocol include mass balance acceptance</li> </ul> |
| <p><b>Customer demand and willingness to pay</b><br/> <b>Customer uptake and willingness to pay for low-carbon products</b></p>  | <ul style="list-style-type: none"> <li>• Customer and brand owners' voluntary scope 3 goals</li> </ul>   | <ul style="list-style-type: none"> <li>• Customers and brand owners increase their voluntary commitments</li> <li>• Customers and brand owner willingness to pay increases</li> <li>• Increasing end-consumer acceptance and value-recognition for low-carbon products</li> </ul>   | <ul style="list-style-type: none"> <li>• Brand owners lower their voluntary commitments</li> <li>• Price pressure due to lower willingness to pay by customers and brand owners</li> <li>• Lack of visible differentiation between conventional and low-carbon products</li> </ul>   | <ul style="list-style-type: none"> <li>• Voluntary emission reduction commitments under SBTi increasing</li> <li>• Buyer alliances developing for low-carbon chemicals (e.g. Center for Green Market Activation)</li> </ul>  |
| <p><b>Infrastructure availability and technology</b><br/> <b>Availability and access to infrastructure and economically viable technology development</b></p>  | <ul style="list-style-type: none"> <li>• Developments in infrastructure that support electricity grid capacity upgrades, CO<sub>2</sub> pipelines and storage, and hydrogen pipeline networks</li> <li>• Economically viable technology development, including alternative routes to olefin production, process electrification, CCU/CCUS, and hydrogen deployment</li> </ul>  | <ul style="list-style-type: none"> <li>• Coordination and de-risking of portfolio investments that lead to low-carbon infrastructure for hydrogen and CCU/CCUS</li> <li>• Availability and access to cost-competitive hydrogen and CCS options</li> <li>• Support for scale-up of new and emerging technologies (e.g. alternative routes to olefins)</li> <li>• Cost-effective alternative feedstocks that support new, more efficient routes to olefins</li> </ul> | <ul style="list-style-type: none"> <li>• Lack of coordination or support to de-risk portfolio investments for low-carbon infrastructure for hydrogen and CCU/CCUS</li> <li>• Lack of availability and access to cost-competitive hydrogen and CCS options</li> <li>• Limited/no support for scale-up of new and emerging technologies</li> <li>• Lack of cost-effective alternative feedstocks that support new, more efficient routes to olefins</li> </ul> | <ul style="list-style-type: none"> <li>• Progress on development of Carbon Transport Grids enabling CCUS in NW Europe including Delta Rhine Corridor (NL), Fluxys c-grid (BE) and German Carbon Transport Grid (DE)</li> <li>• Advancements in the consortium GroenvermogenNL focused on development of CCUS and hydrogen in the Netherlands</li> </ul>  |

## Low-carbon solutions

# Performance

During 2025, changes to our operational footprint as well as process improvements led to an absolute reduction in GHG emissions.

### Scope 1 & 2 performance

Company scope 1 and 2 emissions declined in 2025 compared to 2024 due to discontinuation of refining operations at our Houston refinery and shutdown of our joint venture in Maasvlakte, the Netherlands.

### Scope 3 performance

In 2025, scope 3 emissions decreased compared to 2024, primarily due to discontinuation of refining operations at our Houston refinery. The subcategories of scope 3 emissions with the greatest reduction compared to the prior year were related to crude oil procurement and sales of refined petroleum products.

We have updated the emission factors for scope 3 category 1 emissions (purchased goods and services), relating to extraction and processing of natural gas and crude petroleum oil. The emission factors increased due to scientific updates that take into account higher assumed methane leakage rates, leading to a recalculation of the baseline year and an overall increase in scope 3 category 1, emissions across all reporting years. Prior-year category 12 emissions have been updated to reflect the adoption of updated waste treatment region ratios that led to higher calculated emission factors per region. Prior-year category 15 emissions have been updated to reflect the adoption of more industry-specific emission factors.

LYB remains on track toward achieving our 2030 scope 3 reduction goal. Ongoing efforts to engage and collaborate with our suppliers, and the increasing use of alternative feedstocks will continue our progress.

[See performance on the next page.](#)

### Divestments and closures

#### The Houston refinery site

LYB ceased crude oil refining operations at our Houston refinery in the first quarter of 2025. The most significant impact on GHG emissions was on downstream scope 3 emissions, particularly those associated with the use of sold products. While the full-year impact will be reflected in the next reporting cycle, the removal of petroleum refined products from our portfolio has already led to a notable reduction in scope 3 emissions. In 2024, scope 3 emissions associated with sales and marketing of petroleum refined products were estimated at 36.6 MMtCO<sub>2</sub>e; in 2025, this decreased to 5 MMtCO<sub>2</sub>e. Additionally, curtailing overall operations – specifically crude oil refining – at our Houston refinery site is expected to reduce scope 1 and 2 emissions by approximately 3 MMtCO<sub>2</sub>e by the end of 2026.

#### European strategic assessment

In 2025, we announced the sale of certain olefins and polyolefins assets and the associated business in Europe. The divestment is on track for completion in the second quarter of 2026, and is expected to reduce our scope 1 and 2 baseline emissions by 1.7 MMtCO<sub>2</sub>e.

### Leading on climate transparency

We improved our CDP Climate Change score from A- to A in 2025 for the 2024 reporting year, placing us in the leadership category for the second year in a row.



## Performance continued

### GHG emissions overview

Totals may not sum due to rounding

| Aggregated overview of GHG emissions   |                 |              |              |             |
|--|-----------------|--------------|--------------|-------------|
| (million metric tons of CO <sub>2</sub> e)   | Baseline (2020) | 2023         | 2024         | 2025        |
| Gross scope 1 GHG emissions  | 15.6            | 15.4         | 15.0         | 12.9        |
| Scope 1 GHG emissions in the EU Emissions Trading System (EU ETS) (%) <sup>1</sup> | -               | -            | -            | 16%         |
| Gross market-based scope 2 GHG emissions   | 7.6             | 7.0          | 7.1          | 6.0         |
| Gross location-based scope 2 GHG emissions   | 7.1             | 7.1          | 7.2          | 6.0         |
| <b>Total scope 1+2 GHG emissions (market-based)</b>                                | <b>23.2</b>     | <b>22.4</b>  | <b>22.1</b>  | <b>18.9</b> |
| <b>Total scope 1+2+3 GHG emissions (location-based)<sup>2</sup></b>                | <b>123.4</b>    | <b>136.3</b> | <b>135.8</b> | <b>89.6</b> |
| <b>Total scope 1+2+3 GHG emissions (market-based)<sup>2</sup></b>                  | <b>123.9</b>    | <b>136.2</b> | <b>135.7</b> | <b>89.6</b> |

1. New metric in 2025 reporting year, which refers to scope 1 GHG emissions from emission sources subject to the EU ETS as a percentage of gross scope 1 GHG emissions. Prior years' metric not reported. "-" indicates a new metric beginning in 2025.

2. Scope 3 categories included within Total scope 1+2+3 GHG emissions (location-based) and Total scope 1+2+3 GHG emissions (market-based) revised to include scope 3 categories 1, 11, 12, and 15; prior year data has been updated.

| Aggregated overview of full scope 3 GHG emissions inventory <sup>3</sup> |       |       |       |      |
|--|-------|-------|-------|------|
| (million metric tons of CO <sub>2</sub> e)                               | 2020  | 2023  | 2024  | 2025 |
| Full scope 3 GHG emissions inventory                                     | 105.9 | 119.0 | 118.5 | 75.6 |
| Scope 3 emissions (target boundaries <sup>4</sup> )                      | 100.7 | 113.8 | 113.6 | 70.7 |
| Upstream scope 3 emissions <sup>5</sup>                                  | 37.6  | 40.8  | 41.0  | 33.2 |
| Downstream scope 3 emissions <sup>6</sup>                                | 67.6  | 78.2  | 77.5  | 42.3 |

3. Includes all calculated scope 3 categories (1-7, 9, 11, 12 and 15). Baseline 2020, 2023 and 2024 emissions have been revised to reflect the use of updated source of emission factors.

4. Target boundary categories revised from prior years to include categories 1, 11, 12 and 15.

5. Upstream scope 3 emissions include categories 1, 2, 3, 4, 5 and 6.

6. Downstream scope 3 emissions include categories 7 and 9, 11, 12 and 15.

| Significant scope 3 emissions <sup>7</sup>                    |              |              |              |             |
|---|--------------|--------------|--------------|-------------|
| (million metric tons of CO <sub>2</sub> e)                    | 2020         | 2023         | 2024         | 2025        |
| <b>Total significant gross indirect scope 3 GHG emissions</b> | <b>100.7</b> | <b>113.8</b> | <b>113.6</b> | <b>70.7</b> |
| Category 1: Purchased goods and services                      | 33.7         | 36.2         | 36.6         | 29.1        |
| Category 11: Use of sold products                             | 48.1         | 52.3         | 53.3         | 18.6        |
| Category 12: End-of-life treatment of sold products           | 16.1         | 22.0         | 20.2         | 19.7        |
| Category 15: Equity investments                               | 2.8          | 3.3          | 3.5          | 3.3         |

7. Significant scope 3 emissions include scope 3 categories assessed as material (Categories 1, 11, 12 and 15), based on the magnitude of their estimated GHG emissions and other criteria provided by the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Baseline 2020, 2023 and 2024 Category 1, 12, and 15 emissions have been revised to reflect the use of updated source of emission factors.

### Energy

| Energy   |           |           |           |           |
|--|-----------|-----------|-----------|-----------|
| (million gigajoules)   | 2020      | 2023      | 2024      | 2025      |
| <b>Total electricity procured volumes</b>                      | <b>30</b> | <b>32</b> | <b>32</b> | <b>28</b> |
| % of renewable electricity over total electricity <sup>8</sup> | 0%        | 4.8%      | 5.1%      | 7.3%      |
| % grid electricity procured over total energy consumption      | 7.8%      | 8.4%      | 8.4%      | 8.3%      |

8. We revised previously reported 2024 energy consumption from renewable sources and 2024 energy consumption from fossil sources due to a change in the reporting criteria for energy consumption from renewable sources.

# Collaborating with industry partners

## Wesseling boiler shutdown

LYB worked with Evonik on a steam connection project that enabled the shutdown of the lignite boiler at our Wesseling, Germany, site, which will reduce scope 1 and 2 emissions by an estimated 143KtCO<sub>2</sub>e annually. This project was initiated in 2019 and completed in December 2025. At our Wesseling site, the boiler shutdown marks a key milestone in reducing emissions. By working collaboratively with Evonik, we were able to share expertise, reducing project risk and increasing the probability of success.

## Botlek Heat Recovery Infrastructure project

Our Botlek Heat Recovery Infrastructure project will begin operating in 2026. In collaboration with other companies in the Rotterdam-Botlek area, we aim to

reduce natural gas consumption and associated GHG and nitrogen emissions by reusing steam generated from industrial processes. More specifically, steam produced by Dutch waste processor AVR and Cabot Corporation will replace steam previously generated using natural gas. As the primary consumer of the expanded Botlek steam network, we will contribute to a combined reduction of at least 50 million cubic meters of natural gas across the network. This equates to approximately 100 kilotons of GHG emissions and 40,000 kg of nitrogen emissions annually, and represents the amount of natural gas consumed by roughly 45,000 households annually. This project demonstrates the power of cross-industry collaboration in reducing emissions.

## Renewable energy

We invest in power purchase agreements (PPAs) that will reduce the emissions associated with our procured electricity.

Investing in renewable energy is a core part of our decarbonization strategy, helping to reduce both our scope 2 emissions and the PCFs of products across sites where renewable energy credits are retired.

Our 2030 goal is to procure at least 50% of our electricity from renewable sources, based on 2020 procured levels. We have secured PPAs with an aggregate generation capacity that will enable us to meet our 2030 goal, while also helping to enable the execution of new renewable projects. Environmental attributes generated under these agreements will be managed to optimize value generation while maintaining optionality, ensuring that we can apply these attributes to our own facilities in alignment with our 2030 goal.

In January 2025, we announced a PPA with Vattenfall Energy Trading for an offshore European wind project that will generate 450 GWh per year. Our PPA portfolio now has a total capacity of 1,748 MW and is expected to generate 4,835 GWh of renewable electricity by 2030. Retiring the associated renewable energy certificates would reduce our annual scope 2 emissions by approximately 1.8 MMtCO<sub>2</sub>e. While European PPAs with one corporate group were terminated, the remaining volume is still sufficient to meet our renewable electricity goal.

## Advancing hydrogen use

Hydrogen remains a key component of our decarbonization strategy. We continue to evaluate hydrogen as a potential replacement for natural gas at our La Porte, Texas and Wesseling, Germany facilities, as it may offer a capital-effective route to high-heat decarbonization. At Wesseling, we have completed modifications to the steam cracker that enable higher hydrogen firing rates, allowing repatriation of hydrogen previously sold to an external party.

We also continue to investigate opportunities to increase hydrogen consumption in our other fired heaters as an alternative to natural gas fuel. We are evaluating potential modifications within our I&D assets to enable hydrogen fuel use. This work helps advance our long-term decarbonization strategy.

## Next steps

Our Carbon Value Creation and Capture initiative will continue to support the development of market demand for low-carbon solutions. This will include ongoing engagement with brand owners, regulatory advocacy and participating in the evolution of standards that enable GHG emission reductions across the value chain to be recognized.

As we navigate the ongoing industry downcycle, we have paused all major capital projects around carbon reduction until later in the decade – depending on business conditions and our capital deployment strategy.

In the meantime, we will pursue lower-cost, high-value opportunities to reduce emissions while continuing to advance hydrogen and CCS assessments for deployment once business conditions improve. Through our CVCC initiative, we will continue to refine our understanding of the complex business case around these long-term decarbonization efforts.

## Low-carbon solutions

# Climate-related risk management

Climate change presents both physical risks, such as those affecting our assets and operations, and transition risks arising from the global move toward a low-carbon economy.

We assess climate-related risks, impacts and opportunities as part of our Enterprise Risk Management (ERM) program.

Climate-related risk exposures throughout LYB and our extended supply chain are overseen by our Executive Vice President, Operational Excellence and HSE, with support from ERM, Sustainability, and cross-functional committees, including the Carbon Value Creation and Capture Steering Committee.

Guided by the principles of the Task Force on Climate-related Financial Disclosures (TCFD), we have developed climate change risk management processes and embedded them in our ERM approach to support further analysis of risks from climate change and the development of climate scenarios to provide additional insight into future business decisions and inform our climate strategy. We are committed to transparent reporting and proactive management of climate-related risks and opportunities.

The climate change risk management process utilizes the six-step ERM risk management process for both risks and opportunities based on the International Organization for Standardization (ISO) 31000:

- Understanding objectives
- Identification
- Assessment
- Evaluation
- Response
- Monitoring and reviewing

Climate-related risks and opportunities are evaluated across multiple levels in our organization including the Executive Committee, departmental, and program/project levels when applicable. Our approach involves analyzing the nature of climate-related risks and opportunities and determining a risk rating, which is based on both the likelihood of occurrence and potential impact across different time frames (short term: 0–5 years, medium term: 6–15 years, and long term >15 years).

Additionally, the risk assessment covers our own operations, upstream as well as downstream activities. This comprehensive analysis helps us effectively identify, understand, and manage climate-related risks and opportunities within our operations.

The likelihood rating is based on an analysis of past occurrences, both within and beyond the organizational sphere, an evaluation of current risk trends and available data sources, and a consideration of how risks may manifest in future scenarios in light of the organization's control measures. The goal is to comprehensively understand the probability of a risk materializing.

The impact rating is based on an analysis of the repercussions of a risk event, including financial implications and non-financial impacts such as regulatory compliance, safety protocols, reputation management, and the welfare of the workforce.

This analysis considers both immediate consequences and downstream effects, offering a comprehensive view of the risk's impact.

Together, the likelihood and impact ratings contribute to a risk rating, which is essential for informed decision-making and mitigating climate change-related risks effectively. As part of our risk evaluation, we use both quantitative and qualitative scenario analysis. Each identified risk undergoes an evaluation process guided by established ERM criteria to assess its risk exposure, considering strategies for risk reduction.

Potential risk responses are assessed to gauge their feasibility and potential benefits, using a cost-benefit analysis as a guiding framework. Our risk management strategy focuses on continuous risk monitoring and control. To achieve this, we develop key risk indicators that can be tracked over time for each specific risk. These indicators act as our compass, helping us stay informed about how risks are evolving and changing. If a risk requires attention, these signs prompt timely responses.

Moreover, we place a strong emphasis on accountability. Each identified risk is entrusted to a risk owner, a designated individual responsible for overseeing and actively managing the risk. This approach creates a system that bolsters our risk management framework and allows us to proactively address climate change-related risks.

We have developed climate-related scenarios to assess both physical and transitional risks. These scenarios align with the Intergovernmental Panel on Climate Change (IPCC) representative concentration pathways (RCP): RCP 2.6, 4.5, and 8.5. These pathways represent varying expectations of global temperature rise in the medium term (2030) and long term (2050).

## Climate-related risk management continued

| Climate-related risks and opportunities |                         |  |  |   |                        |
|---|-------------------------|--|--|---|------------------------|
|   | Risk type               | Description  | Potential impacts  | Value chain impact                          | Time horizon           |
| <b>Risks</b>                            | <b>Regulatory</b>       | As an energy-intensive business, LYB is impacted by existing and emerging energy and climate legislation. For example, the European Union Emissions Trading System (ETS) has a direct impact on our operational costs, and we incorporate the costs associated with ETS in our long-range financial planning. We expect our scope 1, 2 and 3 emissions reduction targets to partially mitigate the risk associated with new or modified climate regulation.  | Increased operating costs in order to comply with regulation         | Direct operations                           | Short-term             |
|   | <b>Technology</b>       | Risks related to developments in GHG emission reduction technologies may have a direct impact on our ability to meet reduction targets, for example, through changes in our production processes and our ability to provide products meeting our customers' climate goals.   | Increased costs for emissions reduction technologies                 | Upstream<br>Direct operations               | Medium- and long-term  |
|   | <b>Legal</b>            | LYB considers the potential for litigation and other legal risks in its climate-related risk assessments. For example, we monitor the development of climate-related litigation in the jurisdictions that are relevant to the company and apply insights from those developments to our risk assessments. Should LYB become subject to a court ruling in climate litigation, it could increase the cost of meeting our climate goals due to an accelerated pace and may also lead to reputational risk or loss of stakeholder confidence.  | Increased costs and/or reduced demand for our products               | Direct operations                           | Short-term             |
|   | <b>Market</b>           | There is an increasing awareness in downstream markets of the overall carbon footprint of products. Changing customer demand related to climate change may also create threats based on our speed and ability to respond adequately. For example, should LYB be considered insufficient in addressing climate challenges to the expectations of our stakeholders and customers, this could result in adverse financial effects, such as loss of market share from customer deselection, departure of employees, or loss of shareholder support.  | Reduced demand for our products due to shift in consumer preferences | Downstream                                  | Medium-term            |
|   | <b>Reputation</b>       | If we are unable to meet our climate goals, or if we are perceived by customers, shareholders or other stakeholders to have not responded appropriately to climate issues, our reputation, and therefore our ability to sell our products, could be negatively impacted.   | Reduced demand for our products                                      | Downstream                                  | Short- and medium-term |
|   | <b>Acute physical</b>   | Severe weather events and climatic factors pose an acute physical risk to our operations, especially in vulnerable regions like the U.S. Gulf Coast. Climate change intensifies this risk, increasing the frequency and severity of events like hurricanes, flooding, and drought. While we maintain preparedness and business continuity plans aimed at minimizing potential disruptions and enhancing safety, these events still have the potential to interrupt our supply chain and operations. Our facilities on the U.S. Gulf Coast have been impacted by hurricanes and winter storms leading to such interruptions in the past, necessitating temporary shutdowns. | Reduced revenue from production interruptions                        | Upstream<br>Direct operations<br>Downstream | Short-term             |
|   | <b>Chronic physical</b> | Long-term climate changes bring about chronic physical risks to our operations, notably global sea level rise and persistent drought conditions. For instance, we witnessed feedstock shipping restrictions caused by unseasonal weather variations in Germany, affecting the Rhine river's water levels.  | Increased operational costs  | Upstream<br>Direct operations<br>Downstream | Medium- and long-term  |
| <b>Opportunities</b>                    | <b>Technology</b>       | We strongly believe in the role emerging technologies will have to play in reducing GHG emissions in the chemical sector. Cross-functional teams assess new technology developments and their suitability in our operations to meet our reduction targets; for example, in the areas of olefin production technology, carbon capture, hydrogen, and process electrification, including steam crackers.   | Reduced operating costs through efficiency gains                     | Direct operations                           | Medium- and long-term  |
|   | <b>Market</b>           | With global demand for recycled and renewable-based plastics and limited supply, our CLCS business is well-positioned to capitalize on this opportunity. By transforming plastic waste into valuable resources through mechanical, solvent-based, and chemical recycling, we help customers meet their sustainability goals and reduce waste. Our solutions offer a lower-carbon footprint and cater to various markets, including consumer packaging, automotive, and consumer durables. As we focus on the future, we aim to produce and market 800,000 metric tons of recycled and renewable-based polymers annually by 2030. <sup>1</sup>                              | Increased revenue through accessing new markets                      | Downstream                                  | Short-term             |

1. Production and marketing includes (i) joint venture production marketed by LYB plus our pro rata share of the remaining production produced and marketed by the joint venture, and (ii) production via third-party tolling arrangements.

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# Pioneering transformative solutions Innovation

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# Innovation

## Why it matters

**Innovation empowers LYB to deliver high-quality products and pioneer transformative solutions. We continuously enhance our processes and work to increase the efficiency and performance of our core products, while developing and scaling novel technologies, including technologies that advance circular and low-carbon solutions.**

With a rich history of expertise and innovation spanning over 70 years, LYB has helped drive growth in the petrochemical industry through our products and technologies.

Our approach to innovation operates on two complementary fronts:

**Continuous improvement:** We refine our existing technologies and products by optimizing processes, increasing yields, improving product performance, reducing energy consumption, and minimizing waste. This ongoing enhancement strengthens our core business, promotes competitiveness, and helps in reducing our environmental impact.

**Breakthrough innovation:** In parallel, we are developing transformative technologies that address societal needs.

Transitioning to a circular and low-carbon economy will require innovation across the entire value chain. We are improving mechanical recycling technologies while advancing proprietary technologies like *MoReTec* for catalytic chemical recycling and *Newcycling* for solvent-based recycling. We are also designing products for recyclability. Our efforts include producing near-infrared detectable black masterbatch to enable detection in sorting equipment, and developing mono-material solutions that are more widely accepted for recycling compared with multi-layer materials. We are also exploring novel approaches to decarbonizing our operations and improving energy efficiency.

In our industry, standing still means falling behind. Our proven track record of developing and scaling new technologies means we are well prepared to meet evolving market needs, drive growth, and deliver long-term value for our stakeholders.



## Innovation continued

### Context

**Our innovation efforts directly support the LYB strategy: growing and upgrading our core and building a profitable CLCS business.**

Breakthrough innovation in circularity may require building new value chains and business models to support it. Our CLCS business is working to help build new pathways that have the potential to transform our industry.

Innovation also supports growing and upgrading our core business by creating higher-value, differentiated materials, developing tailored solutions with customers and expanding into new high-performance applications. Examples are materials for lightweight structural parts and battery module components for electric vehicles, recluse systems, barrier layers and ultra-thin yet strong flexible films for high-performance packaging and high-strength pipes for water management and infrastructure.



### Approach

**Innovation happens when we empower our people, connect global expertise, and solve real-world customer challenges.**

#### Empowering our people

Innovation begins with insight leading to inspiration. At LYB, we foster an environment that empowers our people to think boldly, share ideas and challenge the status quo. Through collaboration and inclusion, we are driving cross-functional innovation and turning ideas into impactful solutions.

#### A global innovation network

LYB has developed a global technology and innovation network that aims to pioneer the next generation of advances in the chemical industry. This network is made up of four core R&D centers in Houston (U.S.), Cincinnati (U.S.), Frankfurt (Germany) and Ferrara (Italy). Our R&D centers house state-of-the-art laboratories, cutting-edge testing facilities, and some of the brightest minds in chemistry, enabling us to rapidly advance ideas from concept to commercial reality.

### Customer-focused innovation

Innovation only matters if it solves real problems. That's why we stay closely attuned to our customers' unique challenges and evolving needs. At our R&D centers, we collaborate directly with customers to reduce costs, make progress against sustainability goals, and develop market-leading products for use in applications across diverse industries. As the regulatory environment evolves – particularly around plastic packaging – this close collaboration allows us to anticipate challenges, address them proactively, and deliver solutions that drive business success.

# Innovation spotlights

## Early-phase example

### Converting CO<sub>2</sub> to olefins to reduce emissions

Projects at their early phase have a low technical probability of success and can often take 10 to 20 years to scale. We believe that rethinking uses for industrially produced CO<sub>2</sub> could have significant potential.

We are exploring new technologies that can turn CO<sub>2</sub> from our operations into valuable materials. In our Ferrara and Houston labs we are conducting early-phase research to assess potential pathways to convert CO<sub>2</sub> into products like ethylene and propylene, supporting our ambition to develop lower-carbon solutions for the future.

We are at an early stage, with later success to be determined. The next phase of technology development generally includes lab scale-up, proving the chemistry over a wider operating envelope, and increasing the scale and operational duration.

## Mid-phase example

### Solving the recycling challenge of multi-layer plastic packaging

Projects at their mid-phase have undergone established research, with feasibility validated. *Newcycling* is our proprietary solvent-based recycling technology that complements our existing mechanical and catalytic chemical recycling technologies. **By separating different polymer types in hard-to-recycle, multi-layer flexible plastic waste materials, *Newcycling* technology can produce high-purity recycled materials.**

The complexity of multi-layer plastic films has historically presented a barrier to reprocessing. Our *Newcycling* process addresses this challenge by using a solvent to remove impurities and color pigments. This produces high-purity recyclates suitable for high-quality flexible packaging applications. Target materials include low-density polyethylene (LDPE) films used in household packaging products such as detergent pouches and the exterior protection for sensitive products like diapers and sanitary pads.

While this technology offers clear potential, it requires further R&D development. Our approach is to validate technical and economic feasibility at pilot plant level before committing to commercial deployment.

## Late-phase example

### Meeting demand for non-phthalate catalysts in flexible packaging

Projects at their late phase are either ready for industrialization or already commercialized. LYB has developed phthalate-free catalysts for producing polypropylene without compromising on performance.

To meet demand for alternative technologies, LYB has successfully commercialized phthalate-free polyolefin catalysts across many applications, with significant adoption both internally and externally. These catalysts are now used to produce resins in popular flexible packaging formats such as stand-up pouches – helping manufacturers meet their objectives without compromising on product performance.

Building on this success, we continue to innovate improved versions through enhanced recipes, new processes, and advanced products, establishing ourselves as a market leader in phthalate-free catalysts.



# Unlocking change

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## The business-led sustainability summit

▶ Watch the recap of the summit, featuring these and other moments

**Our business-led sustainability summit in Bologna, Italy, showcased how we are unlocking change across the plastics value chain by bringing together customers, external organizations and industry experts to explore real-world solutions and shared opportunities.**

Through open dialogue, shared learning and a firsthand look at our *MoReTec* technology, the event showed how we are creating the conditions that enable customers to advance their circularity and low-carbon goals with greater confidence.

Over two days in April 2025, we brought together brand owners, converters, and subject matter experts at our business-led sustainability summit. Together, we explored how businesses can scale circular and low-carbon solutions across the plastics industry.

The business-led sustainability summit was a first-of-its-kind event for LYB, offering a wide range of discussions and panels focused on increasing recycled content and reducing product carbon footprints (PCFs). The program provided a forum to share how circular and low-carbon solutions can deliver business value when aligned to customers' environmental and commercial needs, and to deepen engagement across the value chain through direct dialogue on challenges, requirements and opportunities.

Guests also had the opportunity to visit the LYB *MoReTec* pilot plant in Ferrara. The Ferrara site has a long heritage of polymer innovation and is associated with Nobel Prize-winning chemist Giulio Natta's early polypropylene breakthroughs in the 1950s. Today, our *MoReTec* technology is building on that legacy by advancing the next generation of circular polymer technologies.

The participation of external organizations such as Plastics Europe, ISCC, and Circularise added additional industry perspectives, framed our CLCS approach within broader sector developments and strengthened the relevance of our discussions.

We received positive feedback, underscoring the value of our collaborative approach in strengthening alignment, delivering tangible value for customers, and setting a strong precedent for future engagement opportunities.

As one participant noted:



It was a real pleasure to be on stage at the business-led sustainability summit in Bologna to discuss how investments in recycling infrastructure will accelerate sustainable plastic packaging.

**Carsten Bertram**  
Head of Sustainability Packaging, Henkel

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# Unlocking change People

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# People

## Goal



**Achieve at least 33% male senior leaders and at least 33% female senior leaders in global senior leadership roles by 2032.<sup>1</sup>**

# Why it matters

**Our employees are central to who we are. Their contributions, ideas, and collaboration shape our culture and drive our collective success.**

At LYB, being a champion of people is one of our core business values that shapes how we work, how we lead, and how we create value for stakeholders. We aim to build an environment where fairness and belonging are experienced by all, enabling both individual and collective success.

1. As a Dutch company, we are required to set ambitious goals for gender representation (both male and female) in senior management positions. In accordance with Dutch law, our aspirational goal is to have at least 33% of male senior leaders and at least 33% female senior leaders, globally, by 2032.

A high-performing workforce allows us to attract and retain top talent, reduce turnover costs, and maintain the deep technical expertise required across our global operations. When employees feel supported and included, they are more likely to collaborate, innovate, and speak up about risks or opportunities. This strengthens safety outcomes, enhances decision quality, and supports our GoalZERO mindset, ultimately contributing to operational reliability and financial performance.

Our approach extends to workers in our value chain. We require that all our contractors or flexible workforce adhere to our Operational Excellence standards, reinforcing consistent safety and ethical expectations for all workers who support our business activities. Collaboration with employee representatives also supports worker rights and workplace health and safety across our facilities.

Championing people is a core value for LYB. Our culture is shaped by a unique combination of global reach, diverse nationalities, and employees who bring a wide range of experiences and perspectives. This diversity contributes to better problem solving, stronger customer service, and enhanced community impact. As we work to transform our business and lead in circular and low-carbon solutions, our people remain the foundation for delivering enduring progress and long-term value.



## People

# Workforce management

## Context

**Our success as a company is tied to the passion, knowledge, and talent of our global team. To unlock change, we must attract top performers and give them the tools they need to keep growing and leverage their potential.**

With approximately 19,000 employees across 135 locations globally, a robust workforce management approach is essential to aligning talent with our business goals, fostering innovation, and supporting long-term value creation. Our People and Culture function ensures strategic alignment of our workforce with our business objectives by cultivating a culture that embodies our global purpose. This culture not only reflects our unique value proposition and the impactful role we aspire to play in the world, it also shapes our daily behaviors and interactions, driving consistent excellence and organizational success.

Workforce management at LYB is influenced by ongoing trends across the market, industry, regulatory landscape, and societal expectations. These trends shape how we attract, develop, engage, and retain talent.

In 2025, we saw an increasing need for highly skilled talent to support advancing technologies, reliability, and safety-critical operations. As a result, we focused on technical expertise, leadership development, and learning infrastructure. Competition for talent has also increased, especially for technical, engineering, digital, and early career roles. In response, LYB continued to expand its targeted university recruiting and early career programs.

Well-being expectations have grown, particularly around mental health and financial preparedness. Focus on psychological safety has deepened, with increased attention on creating environments where employees feel they can raise concerns openly. In response, we've strengthened well-being initiatives, including expanded financial wellness programming, mental health campaigns, and on-site events with certified coaches. We've increased focus on maintaining a strong employee relations infrastructure, including optimizing our systems for reporting, investigations, and anti-retaliation, and targeting employee relations training for sites with higher case volumes.

## Our approach

**Our global workforce management practices aim to create fair, safe, and supportive environments that enable high performance at all stages of our people's careers.**

We provide our workers with fair wages and uphold all applicable wage laws, wherever we work. We pay wages that meet or exceed the legally required wage or local industry standard. Performance is rewarded based on personal, team, and company results. We engage in open and ongoing dialogue with employees and their representatives to ensure a proper balance between the best interests of the company and its employees. In relevant locations, we collaborate with employee representatives on initiatives such as health and safety.

Employees play an active role in their own development. They are encouraged and empowered to create plans for their development and to discuss those plans and goals with their managers on a regular basis. Having these conversations helps managers ensure employees have opportunities to receive developmental experiences on the job and learn from others. We also offer more formal and structured development opportunities for our employees via in-class and online learning.

In 2025, our leadership development programs saw high participation and strong outcomes, including measurable skill improvements. We also continued to develop people starting their careers, with 186 interns and co-ops hosted across 21 U.S. locations.

## Average training hours per person<sup>1</sup>

|  |    |
|--|----|
| All employees                                      | 24 |
| Exec   | 7  |
| Senior Leaders (excluding Executives) <sup>2</sup> | 11 |
| Professionals <sup>3</sup>                         | 18 |
| Administrative                                     | 9  |

1. Average hours of training per person includes all employees, not just the categories reported. Data as of December 31, 2025.
2. Senior Leaders (excluding Executives) represent employees in the five pay grades following Executive level, based on an LYB grading system and as recorded in the LYB HR system.
3. Professionals refers to employees in the next eight pay grades, which includes employees below director level (e.g., Manager, Engineer, Analyst) but excludes technical and hourly employees, based on an LYB grading system and as recorded in the LYB HR system.

## Workforce management continued






### Strengthening our culture

The LYB culture reflects the role we seek to play in the world, what we can uniquely offer, and how we interact.

In 2023, LYB introduced a new long-term strategy and began transforming our company culture. Along with our new strategy, we identified three core values: We Champion People, We Strive for Excellence, and We Shape the Future. Our LYB competencies reflect these values and guide our daily behaviors to help us achieve our strategic goals. Our competencies provide the framework for hiring, rewarding, developing, and retaining our employees, and they have been embedded in our processes and programs. In light of all the prior efforts to activate and educate about our new culture, we spent 2025 strengthening it. We focused on amplifying the voices of our Culture Ambassadors, reinforcing core values through our communications and programs, and recognizing those who are demonstrating our values and behaviors.

Our employee networks bring our competencies to life through various workshops and education sessions, and other events with their members. Employee networks held approximately 270 global events in 2025, and members contributed more than 1,770 hours volunteering in their communities.

### LYB competencies

|  <b>Build partnerships</b>  |  <b>Deliver results</b>   |  <b>Drive innovation</b>   |  <b>Grow capabilities</b>   |  <b>Promote inclusion</b>  |
|--|--|---|--|---|
| <p><b>Developing and leveraging relationships with colleagues, customers, suppliers, and stakeholders to achieve results.</b></p> <ul style="list-style-type: none"> <li>• Builds relationships</li> <li>• Fosters trust</li> <li>• Works collaboratively</li> </ul> | <p><b>Executing plans and work to ensure that strategic priorities yield measurable results and safe outcomes for the organization, employees, and customers.</b></p> <ul style="list-style-type: none"> <li>• Sets standards</li> <li>• Drives high quality</li> <li>• Takes ownership and accountability</li> <li>• Acts with integrity</li> </ul> | <p><b>Generating novel solutions and impactful improvements that create sustainability and measurable value for existing and potential customers.</b></p> <ul style="list-style-type: none"> <li>• Challenges current ideas</li> <li>• Generates ideas</li> <li>• Experiments to learn</li> <li>• Advances ideas into action</li> </ul> | <p><b>Creating a work environment where all employees can develop and realize their full potential, allowing the organization to meet current and future business challenges.</b></p> <ul style="list-style-type: none"> <li>• Owns personal development</li> <li>• Applies knowledge to skill</li> <li>• Takes risks in learning</li> <li>• Guides development</li> </ul> | <p><b>Taking action to ensure that the capabilities and insights of all individuals are valued and included in ways that lead to organizational success, equitable outcomes, and a sense of belonging.</b></p> <ul style="list-style-type: none"> <li>• Creates psychological safety</li> <li>• Conveys respect</li> <li>• Integrates differences</li> <li>• Acts as an ally</li> </ul> |

### Culture Ambassadors program

To help shape our culture and enhance our employee listening channels, we implemented a global Culture Ambassador program.

More than 100 Culture Ambassadors globally help build awareness and act as advocates for our culture change. Each Ambassador is equipped with information on company context, initiatives, and training so they can promote global understanding and alignment. Ambassadors are encouraged to share their genuine experiences and stories as they engage in discussions with peers. The program invites employees to share their feedback, resulting in more candid and informed communications with leadership. The program also provides a unique opportunity for employees serving as Ambassadors to have exposure to and engage in open and honest dialogue with our most senior leaders.

The program not only strengthens employee engagement but also directly supports our strategic objectives by fostering a more connected, informed, and high-performing workforce. By promoting transparency and dialogue, the program enhances collaboration and alignment across global teams, leading to increased efficiency and productivity. The insights gathered from listening sessions have unlocked opportunities to improve our culture and the way we work, ultimately driving business success.

After two years of a successful program, we are onboarding new Culture Ambassadors to serve in this role for the next two years.

## Workforce management continued

### Managing performance

**We play an active role in enabling our people to grow their careers – with structured goal-setting, strategic insights, and regular feedback.**

Each calendar year, the goal-setting phase starts the annual performance process. This is an important opportunity for employees and their managers to identify clear expectations about what they are accountable for accomplishing in the coming year, as well as how they plan to accomplish those goals. Working with their managers, employees develop goals that align with company and department objectives. Cascading goals helps employees see how the work they do impacts our company and delivers on our strategy. Our performance process incorporates multidimensional feedback, enabling employees to receive input from managers, peers, and other stakeholders to support holistic development.

Our approach to continuous performance management involves ongoing measurement and timely feedback to employees as they work towards achieving their goals. At the same time, employees are self-evaluating and seeking feedback throughout the year. This two-way dialogue is a critical part of our employees' development. The year-end self-assessment provides employees with a comprehensive view of their performance and helps employees engage in a meaningful discussion with their manager about their contributions and future development. More than 9,500 performance reviews were conducted in 2025, which represents 50% of our employees.



### Learning and talent development

We provide a continuous learning environment that supports long-term career growth, and which aims to strengthen capabilities throughout the organization.

We develop our employees through a balance of experience on the job, learning from others, and formal learning. All employees can explore learning available to them through our LYBUniversity, an online one-stop shop for learning and development offerings and resources.

Within LYBUniversity, we have a leadership development framework that offers programs with structured learning paths tailored to equip leaders at different stages in their careers with the necessary skills to excel in their current roles and prepare for future challenges. We continued to see high demand for our program centered on leaders for the future. Over 500 employees attended our global leadership programs this year, building their networks and capability through hands-on learning, and equipping themselves with skills to grow and succeed.

In 2025, we designed and implemented a new leadership offering to build capabilities to lead effectively in our ever-changing environment. The program is focused on change leadership through an industry downcycle, giving our leaders the tools they need for leading highly productive teams in a challenging environment.

Following a successful pilot, we continued an emerging talent program in 2025 focused on giving participants time and support to reflect on personal aspirations and purpose, expand their network across the company, and increase visibility and connection with senior leaders. The program supported participants in strengthening skills including networking, time management and setting boundaries.

Our e-learning platform empowers all employees to drive their own development through on-demand learning. More than 80% of our workforce is enrolled in the platform, and participants completed more than 25,000 training hours in 2025, building skills in operations management, office productivity, leadership, and analytics. We broaden access to learning and create equal opportunities for development by offering an open enrollment curriculum for our employees. Our learning is offered globally, providing employees with opportunities to build relationships in person or virtually, in a safe and interactive environment.

On-the-job development is key to building the knowledge and skills to deliver our strategy. Through internal job postings, we provide transparency and opportunity for our employees to take ownership of their development and career growth. Additionally, we hold quarterly talent reviews across businesses and regions to not only identify our potential future leaders but also identify development opportunities. As a result of this focused approach, about 74% of our openings in senior leader roles were filled internally, underscoring our commitment to growing talent from within the company.

## Workforce management continued

### Managing employee and labor relations

**We are committed to equal employment opportunity, protecting the rights of all individuals and providing a work environment free of discrimination, harassment and retaliation.**

LYB forbids discriminatory, harassing, or retaliatory conduct in our workplace by any employee, contractor, or other person that is based on race, color, national or ethnic origin, religion or belief, sex, gender identity or expression, sexual orientation, age, disability, medical condition, military service or veteran status, marital or familial status, family medical history or genetic information, or any other status categories protected by applicable laws or regulations in the locations where we operate.

We recruit, hire, train, promote, discipline, and make other employment decisions without regard to any of these protected statuses. Our Employee and Labor Relations team supports our efforts to ensure fair working conditions, promote job satisfaction, and facilitate effective relationships with labor unions.

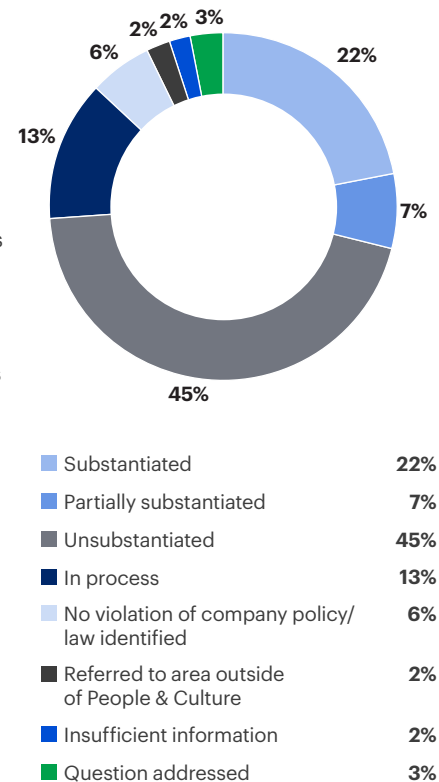
We address employee concerns related to their jobs or well-being, provide training on employee and labor relations matters, and actively monitor and address any labor concerns within the company.

### Mechanisms for employees to raise concerns

We encourage employees to speak up if they have concerns about violations of company policies or the law by reporting the issue to their supervisor or manager, HR Business Partner, or any member of the Legal or Compliance departments. We also offer an independent whistleblower telephone helpline and website, which is available 24 hours a day and in multiple languages to all employees and stakeholders. It is operated by EthicsPoint, a company providing third-party reporting for many global companies. We also have options within EthicsPoint for employees to submit inquiries, and additional channels for voicing concerns in specific jurisdictions, such as company-appointed trust persons. As provided in both our Code of Conduct and our European Union Whistleblower Policy, LYB prohibits retaliation against people raising concerns and investigates any allegation that such retaliation has occurred.

We received 294 reports of employee concerns regarding their jobs or workplace in 2025. Of these, approximately 28% were received through our business-facing HR teams and approximately 72% were filed through EthicsPoint. Of the EthicsPoint reports received, about 70% were anonymous. Each report that alleges behavior that, if true, would constitute a violation of law or company policy, is fully investigated and documented with a written report of the investigation, conclusion, and remedial action, if any is warranted.

### 2025 Case outcomes<sup>1</sup>



### Issues and remediations

To maintain a healthy and productive work environment, we aim to remediate all substantiated issues. In 2025, the most commonly alleged issues were of unfair treatment or favoritism, harassment, and misconduct or inappropriate behavior. Our disciplinary actions ranged from final warnings to terminations of employment. Managers at sites with the highest numbers of reports or substantiated cases also received employee relations or culture enhancement training.

### Labor relations

The way we treat our employees and their union representatives is fundamental to our success. We respect the rights of workers to form and join trade unions of their own choosing, to bargain collectively, and to peacefully assemble as permitted under applicable law. We also respect the rights of workers to choose to refrain from such activities.

We recognize the right of workers to share ideas and concerns with management, free of fear of reprisal, and we do not tolerate reprisals or retribution against anyone who lodges a complaint or concern in good faith. These commitments are based on core International Labour Organization (ILO) conventions and internationally accepted frameworks, as well as applicable local legislation where we operate, and our company policies.

> [See also our Human Rights Policy.](#)

As of December 31, 2025, approximately 6% of our employees in the U.S. were subject to collective bargaining agreements (CBAs). In 2025, we ceased operations at our Houston Refinery. This resulted in the exit of 291 employees, 63% of whom were subject to a CBA. Most of our employees in Europe and Latin America/Mexico, and some of our employees in Asia Pacific, are subject to CBAs.

1. Case outcome status as of February 2, 2026.

## Workforce management continued

### Employee benefits

#### Our benefits programs support our people and their families.

Full-time and part-time employees receive a wide variety of benefits based on geographic location, applicable local and national law, and labor or works council agreements.

Employees at our major offices and manufacturing sites receive competitive benefits depending on location and employment status, which may include the following:

- Health and welfare benefits, including medical coverage;
- Life and accident insurance;
- Business travel accident insurance;
- Disability protection;
- Paid vacation, holidays, and personal leave;
- Retirement, savings and pension plan.

The Employee Stock Purchase Plan is offered to approximately 70% of our employee population and allows participants the opportunity to become a shareholder at a discount.

The Employee Assistance Program is available to all employees worldwide, offering tools and resources to support well-being at home and at work. It covers topics like resiliency, emotional wellness, workplace success, work-life balance, personal and family goals, and good health. The program also provides referrals to financial or legal services, all at no cost, and is available 24 hours a day, seven days a week.



### Wellness

We prioritized three key wellness initiatives in 2025: financial well-being, mental health, and men's health.

Following the expansion of our global financial wellness services in 2024, we offered a number of financial wellness webinars in 2025. During the sessions, our people interacted with experts and resources on a range of topics. These included a popular webinar series on U.S. retirement readiness, which highlighted the need for ongoing engagements and more intuitive resources.

This year, we launched our third annual campaign to raise awareness on mental health and mental health support resources. Also this year, for the first time, we organized in-person events led by certified coaches. This allowed us to customize for local needs and encouraged open conversation among participants.

Our Healthy Men, Hard at Work initiative was dedicated to raising awareness about men's physical wellness and mental resilience. In addition to these topics, a no-shave November contest created some friendly competition around the globe.

### Rewards and recognition

Exceptional performance, dedication to safety, attendance, and years of service are recognized in many ways, including annual bonuses, cash awards, and points that may be redeemed for merchandise. The global Bravo! program allows leaders and employees to celebrate the hard work, exceptional achievements, personal milestones and many contributions of their teams and peers.

### Education benefits

To encourage employee self-development, we offer a Global Educational Assistance Program that provides financial aid to qualifying employees pursuing undergraduate or graduate-level education, or their local equivalent. The Global Accelerated and Executive Graduate Degree Program also offers additional financial assistance and modification in the work schedule for employees participating in an executive master's degree program, which typically requires an intense study period.

### Family-friendly programs

Our family-friendly programs include paid parental leave covering births, adoptions, and fostering events. We also provide all employees with a minimum of 10 paid vacation or personal leave days.

### Workplace flexibility

Globally, eligible employees have the option to work remotely up to two days a week. This helps employees maximize productivity and collaborate effectively with colleagues, while also balancing personal needs and meeting job expectations.

### Transition assistance program

Employees whose positions are eliminated from the company are eligible to receive transition assistance provided by a leading outplacement services company. The program includes career assessments, resume writing, skills training, personal coaching, and access to online research tools, job search platforms, and networking events. For senior leaders, these services also include a professional coach offering personalized, one-on-one advice on next steps.

## Workforce management continued

### Next steps

Moving forward, we will continue to strengthen our culture with a focus on enhancing leadership capabilities and employee experience across our global footprint.

Internally, we are working to better tailor resources so that our people-first initiatives are experienced as relevant and align with regional customs.

We are also exploring opportunities to expand data-driven management capabilities, including increasing people-leader access to insights and metrics that can help inform decision-making, such as utilization and participation in key resources and initiatives.

LYB continues to recognize opportunities to broaden collaboration. We are engaging with industry peers to better understand global talent challenges and to explore skills-based approaches that may help reduce barriers to identifying talent. Our early careers talent team will also seek stronger collaboration with universities and trade schools to support evolving workforce needs.

| Gender distribution at top management level <sup>1</sup> |                                 |            |
|--|---------------------------------|------------|
|  | Number of employees (headcount) | Percentage |
| Male   | 339                             | 75%        |
| Female   | 113                             | 25%        |
| Other  | 0                               | 0%         |
| Not reported   | 0                               | 0%         |

1. Top management level refers to senior leaders representing the top six pay grades of our employees and executives, which includes director level employees and higher (e.g., Vice President, Director), based on a LyondellBasell grading system and as recorded in the LyondellBasell HR system.



### Riding the wave of sustainability:

## Enabling every employee to drive change

At LYB, sustainability is a shared responsibility. We introduced Riding the Wave of Sustainability (RWS), a professional development program, to help employees incorporate sustainable practices into their daily work.

Through three action-oriented modules, or “waves,” participants reflect, learn, and act on real sustainability opportunities within their roles and business functions. Employees gain tools and confidence to tackle challenges like reducing waste, collecting data, and making production processes more sustainable.

The program requires a 10-hour commitment over three months. Participants are already achieving measurable results – from improving environmental, social and governance (ESG) data collection to initiating knowledge exchanges.

By educating and empowering our employees, we accelerate our collective progress toward sustainability.

## People

# Championing people

### Context

At LYB, our goal is to create a company where fairness and a sense of belonging and inclusion are experienced by all, propelling individual and collective success. Our efforts enable us to attract top talent, minimize employee turnover costs, and achieve business results.

We are committed to a culture that fosters high-performing teams that effectively innovate, collaborate, and improve safety outcomes. This enables us to achieve our business goals by contributing to financial outcomes, reducing avoidable errors and meeting the needs of our customers, communities, investors, and other stakeholders.

### Our global reach at LYB

LYB continues to be the employer of choice for individuals working in 135 locations across 33 countries, representing 33 distinctive cultures, 99 primary nationalities, and speaking 51 languages, along with a wide variety of local customs, social frameworks, achievements, belief systems, dress, values, and norms.

Collectively, this is a global community of people coming together to form our LYB culture. We take pride in our commitment to fostering a corporate culture based on the principle that all of our employees deserve the same level of respect, as we design and implement corporate strategies.

### Our approach

We have developed three strategic pillars that guide our efforts to build an inclusive, high-performing workplace: representation, fairness, and belonging.




We have a holistic, multi-year strategy to ensure fairness in all of our processes and systems, and continue to drive continuity of an inclusive workplace where employees are celebrated, leaders champion belonging, and everyone feels empowered to contribute fully.

In 2025, we continued to see positive impacts. Highlights include:

- Harnessing the power of high-functioning teams within our Value Enhancement Program initiative to enable continued success in driving business value. Fueled by psychological safety, the teams have unlocked approximately \$1.1 billion of recurring annual EBITDA<sup>3</sup> by the end of 2025.
- We are enabling leaders to embed psychological safety in daily operations through a full suite of resources, including facilitated sessions, step-by-step tools, and reflection prompts. Within the first eight months of deployment, we held over 30 requested sessions, reaching more than 1,100 people leaders.
- We continue to elevate psychological safety as an important aspect of manufacturing excellence. This year, we supported our manufacturing teams with practical tools and resources for centering fairness, engagement, and inclusion in everyday decision-making. By creating environments where people speak up, raise concerns, and share ideas openly, teams prevent process deviations before they occur and strengthen the quality of decisions, supporting GoalZERO and reliable performance across our operations.
- We also saw high engagement within employee networks, which organized approximately 270 events and contributed more than 1,770 volunteer hours in local communities. Our employee networks also invested in well-being initiatives by curating and participating in record numbers in LYB financial and personal wellness sessions.

### Strategic pillars<sup>1</sup>

As part of our approach, we have developed strategic pillars based on outcomes, initiatives and our vision of how to achieve success.

| Strategic pillars   | Outcome  | Key initiatives  | Vision  |
|---|--|--|---|
| <br>Representation | <ul style="list-style-type: none"> <li>• Increase gender diversity in senior roles globally to 33% by 2032<sup>2</sup></li> </ul>                                      | <ul style="list-style-type: none"> <li>• Talent and development</li> <li>• Hiring and advancement</li> </ul>                   | <ul style="list-style-type: none"> <li>• Equal opportunities for all employees</li> <li>• Robust diverse talent pipelines of future leaders</li> </ul>  |
| <br>Fairness       | <ul style="list-style-type: none"> <li>• Increase perception of fairness to 100%</li> </ul>  | <ul style="list-style-type: none"> <li>• Pay equity</li> <li>• HR program analysis</li> </ul>                                  | <ul style="list-style-type: none"> <li>• Employees believe they are treated fairly with opportunities to thrive</li> <li>• HR programs (hiring, promotion, pay, performance) regularly reviewed for bias</li> </ul> |
| <br>Belonging    | <ul style="list-style-type: none"> <li>• Increase global participation rate in employee networks to 55%</li> <li>• Increase perception of belonging to 100%</li> </ul> | <ul style="list-style-type: none"> <li>• Employee networks</li> <li>• Education</li> <li>• Community &amp; outreach</li> </ul> | <ul style="list-style-type: none"> <li>• Reputation as inclusive employer</li> <li>• LYB leaders foster a culture of belonging</li> <li>• Positive employee culture of inclusion and belonging</li> </ul>           |

1. In keeping with global laws and company policy, we do not utilize preferences in pursuing these goals.
2. As a Dutch company, we are required to set ambitious goals for gender representation (both male and female) in senior management positions. In accordance with Dutch law, our aspirational goal is to have at least 33% of male senior leaders and at least 33% female senior leaders, globally, by 2032.
3. Recurring annual EBITDA for the VEP is the year end EBITDA run rate estimate based on 2017-2019 mid-cycle margins. Value unlocked as of December 2025 is based on a 2021 baseline. See Reconciliations for non-GAAP measures from pages 127-128 for more information.

## Championing people continued

### Early career talent

#### We are continuing to focus on recruiting early career talent in the U.S.

We recognize that improving representation starts with early career talent. This includes the interns, co-ops, apprentices, and entry-level graduates who join LYB each year. We partner with 14 universities as strategic partners: eight core and six specialist. We also have a portfolio of 15 other schools that we work with, utilizing virtual marketing and engagement activity. We utilize a consistent approach across all universities focused on relationship building, student engagement, and outreach.

This strategy was launched in 2024 and has already unlocked broader channels of talent and enhanced our brand presence in the market.

Our strategy includes:

- **Campus relationships:** Build and sustain strong, strategic, long-term partnerships with career services, faculty, and administration through planned engagements utilizing university recruiting, executive sponsors, campus team leads, and discipline tags.
- **Student engagement:** Focus on early engagement and building a talent pipeline for all target disciplines through differentiated engagement activities in the spring and fall semesters.
- **Outreach:** Build and sustain a talent pipeline by engaging with clubs, societies, and/or summer bridge programs.

Throughout 2025, we hosted 186 co-ops and interns across 21 LYB sites in the U.S. These students came from a variety of disciplines spanning from finance to information technology, to engineering. We hired students into these early career programs from over 30 different universities.

## Building a Foundation of Excellence

### University Scholars

Launched in 2025, the LYB Scholars program is an investment in developing the next generation of innovators and leaders. LYB awarded \$10,000 scholarships to 16 high-achieving rising sophomores and juniors. These students were also offered an immersive experience at our Houston headquarters focused on mentorship, leadership development, and career exploration.

More than a financial award, LYB Scholars serves as a strategic early talent pipeline. The program engages high-potential students from targeted universities and introduces them to

LYB's culture, career pathways, and sustainability ambitions. The inaugural 2025 cohort of 16 Scholars represented 10 universities and included engineering and business majors. The group also included several first-generation college students and three legacies of LYB employees, highlighting the program's reach and impact.

Talent cultivation continues beyond the scholarship. Eight of the 2025 Scholars will join LYB's internship and co-op programs, strengthening the value of our investment.

### Trades and technical schools

LYB also partners with several trade and technical schools near our manufacturing locations to support the next generation of skilled technicians. Through these partnerships, LYB provided more than \$40,000 in financial support to students pursuing process technology certifications across the United States. These investments help ensure a strong pipeline of qualified technicians who are prepared to support safe, reliable, and efficient operations.

## Championing people continued

### Representation

#### Goal

**Achieve at least 33% male senior leaders and at least 33% female senior leaders in global senior leadership roles by 2032.<sup>1</sup>**

In keeping with global laws and company policy, we do not utilize preferences in pursuing this goal but instead focus on ensuring that there are no discriminatory barriers to hiring and advancement based on gender and other protected statuses. We also focus on promoting our desired culture, enhancing fairness and belonging within the company.

| Global employees gender representation |      |            |
|--|------|------------|
|  | 2024 | 2025       |
| <b>Total global employees</b>          |      |            |
| Male                                   | 79%  | <b>79%</b> |
| Female                                 | 21%  | <b>21%</b> |
| <b>Senior leaders<sup>2</sup></b>      |      |            |
| Male                                   | 75%  | <b>75%</b> |
| Female                                 | 25%  | <b>25%</b> |
| <b>Professionals<sup>3</sup></b>       |      |            |
| Male                                   | 65%  | <b>65%</b> |
| Female                                 | 35%  | <b>35%</b> |

### Performance

As of December 31, 2025, women served in 25% of global senior leadership roles. Of the 11 members of our Executive Committee, comprised of our CEO and senior executives who lead our businesses and functions, four are women, and together, they represent six different nationalities. LYB counts this organic diversity as a testament to the appeal of our corporate culture, global impact, and the opportunities we create for professionals to thrive and innovate across many disciplines.

### Fairness

#### Goal

**We aim to increase the perception of fairness (as measured in our annual employee engagement survey) to 100%.<sup>4</sup>**

LYB strives to embed fairness throughout our organization. It is a guiding principle as we lead, support and grow our people. One of our goals is to achieve 100% perceived fairness, ensuring every employee experiences a workplace grounded in respect, equity, and trust. Improving the perception of fairness is also linked to reducing perceptions of favoritism and discrimination, thereby reducing employee and labor relations complaints and improving overall employee experience.

Pay is an important component of fairness, and we are focused on four pillars: market competitiveness, pay governance, pay transparency, and equal pay opportunities. We offer competitive pay based on role, skills, and performance, balancing external market data with internal equity for promotions and new hires. We review pay processes for bias and apply consistent frameworks across all locations to ensure fairness. Since 2021, we have conducted annual pay equity reviews with external experts and statistical analysis, while HR teams monitor pay equity for new hires and internal moves. We educate employees on how pay decisions are made and how our talent and reward processes work, with key fair pay analysis results published globally.

#### Performance toward our fairness goal

To measure our progress, we conduct an annual employee engagement survey. We are encouraged by the results of our latest employee engagement survey, in which 82% of employees who responded shared that their manager treats them fairly. This is a strong indicator that our efforts are creating meaningful impact even in difficult fiscal years.

Our commitment to pay transparency is further reflected in our 2025 annual employee engagement survey results, which show employees feel fairly paid, scoring 11% above global benchmarks.

Our most recent pay equity review found that, globally, on an adjusted pay basis, women are paid \$1.00 to \$1.00 compared to men. This same analysis reflected that U.S. underrepresented employees are paid \$1.00 to \$1.00 compared with non-underrepresented employees. Consistent with previous years, this review demonstrates that generally, employees doing work of equal or similar value continue to receive equal or similar pay.

While our global pay equity results are positive, we are committed to examining outcomes more deeply across the organization, recognizing that results may vary at more granular levels. HR business partners regularly review pay equity when considering any external offers and as internal talent moves within the organization.

### Our median pay gap

We also conducted a global median pay gap analysis, which measures differences in the median pay of one group to another – women compared to men and underrepresented groups compared to the majority – without adjusting for factors designed to create a like-for-like comparison. This analysis is known as the unadjusted pay gap. Our analysis found that the median pay for women is 97% of the median for males (globally), and the median pay for underrepresented employees is 97% of the median for white employees (U.S. only).

### Pay equity and unadjusted pay gap

|  | 2025                 |
|--|----------------------|
| <b>Pay equity</b>  |                      |
| Global female-to-male  | <b>\$1.00/\$1.00</b> |
| U.S.: Underrepresented to non-underrepresented                               | <b>\$1.00/\$1.00</b> |
| <b>Gender base pay gap: Female to male median</b>                            |                      |
| Total employees  | <b>\$0.97</b>        |
| Senior leaders <sup>2</sup>  | <b>\$0.96</b>        |
| Professionals <sup>3</sup>   | <b>\$0.83</b>        |
| <b>U.S. ethnicity base pay gap: Underrepresented to non-underrepresented</b> |                      |
| Total employees  | <b>\$0.97</b>        |
| Senior leaders <sup>2</sup>  | <b>\$0.94</b>        |
| Professionals <sup>3</sup>   | <b>\$0.92</b>        |

- As a Dutch company, we are required to set ambitious goals for gender representation (both men and women) in senior management positions. In accordance with Dutch law, our aspirational goal is to have at least 33% of male senior leaders and at least 33% female senior leaders, globally, by 2032.
- Senior leaders refers to employees that represent the top six pay grades of our employees, which includes director-level employees and higher (e.g., Vice President, Director), based on an LYB grading system and as recorded in the LYB HR system.
- Professionals refers to employees in the next eight pay grades, which includes employees below director level (e.g., Manager, Engineer, Analyst) but excludes technical and hourly employees, based on a LYB grading system and as recorded in the LYB HR system.
- This is an annual goal of achieving a 100% employee fairness perception score, as measured through our annual employee engagement survey.

## Championing people continued

### Belonging

**By fostering a sense of belonging, we help to build high-performing teams.**

#### Goal

**Increase the perception of belonging to 100% and increase the global participation rate in employee networks to 55%.<sup>1</sup>**

At LYB, we're focused on building an inclusive workplace where leaders actively champion belonging and where all employees can grow, collaborate, and bring forward ideas. As in years past, we strive to have 100% of our employees feel they are included and belong.

#### LYB employee networks

Employee networks conduct professional development and networking events and celebrate heritage, culture and history. They offer spaces to build community, exchange ideas, demonstrate allyship, and foster both personal and professional growth. These networks bring colleagues together around shared interests and experiences, strengthening belonging across the enterprise.

At LYB, our employee networks are flourishing thanks to the commitment of our leadership. We recognize that active executive sponsor engagement is essential, not only to the success of each network but also to the development of its leaders. Each network has the unique opportunity to collaborate with up to three executive sponsors who bring guidance and leadership. Today, 17 senior leaders are actively involved across our networks, driving progress through their allyship and support.

Their engagement strengthens the connection between the networks' strategies and LYB's core competencies, ensuring alignment, relevance, and meaningful impact.

Employee network co-chairs are selected from across the organization, and they, in turn, appoint leadership team members and local site champions. Each network receives an operating budget, along with additional funds to support charitable giving aligned with our Advancing Good strategy and causes that matter to its members.

This year, our networks concentrated their charitable efforts on addressing food insecurity, responding to urgent local needs, and supporting educational initiatives. Through these projects, they continue to demonstrate LYB's commitment to social responsibility, community impact, and building a stronger future.

In 2025, our networks also focused on supporting business priorities by amplifying new resources, initiatives, and people processes, aiding in faster adoption and improving change management outcomes.

1. This is an annual goal to achieve 100% employee belonging perception score, as measured by our annual employee engagement survey. In 2025, we also maintained our goal of 55% global participation rate in employee networks.

### Performance

Our most recent employee engagement survey in 2025 indicated that 82% of respondents feel a sense of belonging at the company. In that same survey, out of 1,158 teams with five or more direct reports, 321 teams achieved a 100% sense of belonging on their teams and 393 achieved a 100% sense of fairness. Notably, we have 211 teams who have achieved 100% perception of both fairness and belonging, suggesting encouraging progress toward our goals.

Our employee networks play a vital role in creating a workplace where every individual feels valued, respected, and connected. We set an ambitious goal of 55% participation in our employee networks, and achieved 23% participation in 2025. People leaders' participation rates were almost twice that of individual contributors. Today, our networks span 87% of LYB's global sites, with more than half of members (52%) based outside the U.S., and 53% of members part of Gen Y, highlighting the global and cross-generational appeal of the networks' offerings.

Measuring allyship is important to us, as support and collaboration among individuals who may not share the same lived experiences are key drivers of an inclusive culture. In 2025, 41% of our network members participated in an "ally" capacity in at least one employee network.

Our latest employee engagement survey highlights the positive impact of network involvement: Over 86% of our employees who belong to employee networks said their manager treats them fairly and cares about their well-being, compared to 80% of non-members. The employee engagement survey participation rate for members of employee networks reached 88% in 2025, which was 21% higher than the participation rate of non-members. Employee network members also reported stronger strategic alignment (+6%) and value creation mindset (+9%) in the employee engagement survey compared with non-members. These insights reinforce the crucial role our networks play in strengthening connection and aligning with business objectives.

### Next steps

**Building on our progress in 2025, we're focused on deepening our employees' perception of fairness and belonging, and strengthening leadership capabilities that enable our people to thrive.**

We are working to strengthen our employee networks by expanding site-level programming, increasing executive engagement, and tailoring content to specific needs. Our leadership development will emphasize change management, team resilience, and psychological safety – essential skills as we navigate a challenging industry environment.

To further embed fairness practices, we're enhancing pay governance, expanding compensation transparency, and continuing rigorous annual pay equity reviews to ensure our commitments translate into action.

Guided by our employee engagement survey insights, we'll equip leaders with practical tools to build inclusive, high-trust teams where diverse perspectives flourish. We're also strengthening early career pathways through expanded university partnerships and enhanced development programs for interns and new hires.

The continuation of our Culture Ambassador program is a recommitment to our global employee listening channels, while continued investment in accessible learning ensures our employees have the capabilities to succeed.

Together, these steps advance our vision of a workplace where every employee feels valued, supported, and empowered to contribute to LYB's purpose and strategy.

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# Unlocking change Partnerships

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# Partnerships

## Goal



By 2027 we aim to assess 80% of our key suppliers against environmental, social and governance criteria.<sup>1</sup>

1. For each reporting year, “key suppliers” are determined using a rolling baseline, defined as suppliers with more than USD 1 million in spend in the preceding year.

# Why they matter

Collaborations are critical to achieving our business objectives and advancing our sustainability ambitions – they help us build momentum, drive innovation, and create and protect value.

## Value chain collaboration

Systemic sustainability challenges are too big to solve alone. Transforming to a circular and low-carbon economy demands collaboration across the value chain including producers, recyclers, brand owners, logistics companies and customers. At LYB we take a deliberate approach to collaboration: we don’t simply participate, we help connect science, industry expertise and shared vision.

## Sustainable procurement

Collaborating with our suppliers is equally critical. Supplier due diligence helps us identify and mitigate risks throughout our supply chain, while ensuring compliance with evolving regulations. By managing risks proactively, we can minimize disruptions and protect business continuity in an increasingly complex global market. Embedding sustainability into our procurement practices also drives innovation and deepens business relationships.

## Social impact

In the communities where we operate, our social impact program helps build trust and strengthen relationships – securing our social license to operate. As stakeholder expectations rise, our commitment to meaningful community engagement, human rights, and responsible operations reinforces our reputation as a responsible neighbor and trusted employer. Our social impact and corporate citizenship programs support the management of potential negative impacts and contribute to positive impacts, both locally and globally.

By developing strategic alliances across our value chain, we’re able to innovate solutions to complex global challenges.



## Why they matter continued

# Value chain collaboration

Achieving our sustainability goals will require deep collaboration across the entire value chain to address systemic challenges — ranging from accelerating infrastructure development to scaling markets for low-carbon, circular products. In 2025, we demonstrated our leadership by engaging in strategic sustainability alliances, working with other members to drive action and unlock solutions that no single organization can achieve alone.

### Alliance to End Plastic Waste

The Alliance to End Plastic Waste (AEPW) is a global, non-profit organization working to build a circular economy for plastics. It partners with stakeholders across the value chain including the private sector, governments, other financiers and NGOs, to advance this vision.

Since 2019, AEPW-supported projects have diverted nearly 240,000 tonnes of plastic waste from the environment and recovered over 253,000 tonnes for valorization, primarily through recycling. These efforts have also created more than 2,100 new jobs, demonstrating the economic potential of circular solutions.

As a founding and leading member, LYB plays an active role in shaping and advancing the Alliance's mission, with Tracey Campbell, EVP Sustainability & Corporate Affairs, serving as Chair of the AEPW Board.

Through AEPW, we are contributing technical expertise, operational know-how and systems experience to help scale practical, measurable circularity solutions across the plastics value chain. Our engagement spans country programs in India, Indonesia, South

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Africa and Brazil, where efforts focus on strengthening waste management infrastructure, supporting enabling policy frameworks, and delivering tangible community-level impact. These programs are designed to translate ambition into action by improving collection, sorting, and recycling systems where the need and opportunity for progress are the greatest.

In 2025, we also focused our participation in AEPW's Flexibles Program, which targets one of the most complex challenges in plastics circularity: the collection and recycling of hard-to-recycle flexible packaging. The program prioritizes solutions with clear quantifiable benefits and strong potential for scale, supporting the development of resilient systems that can increase material recovery, improve recycle quality, and help close the loop on flexible plastics.

### Together for Sustainability

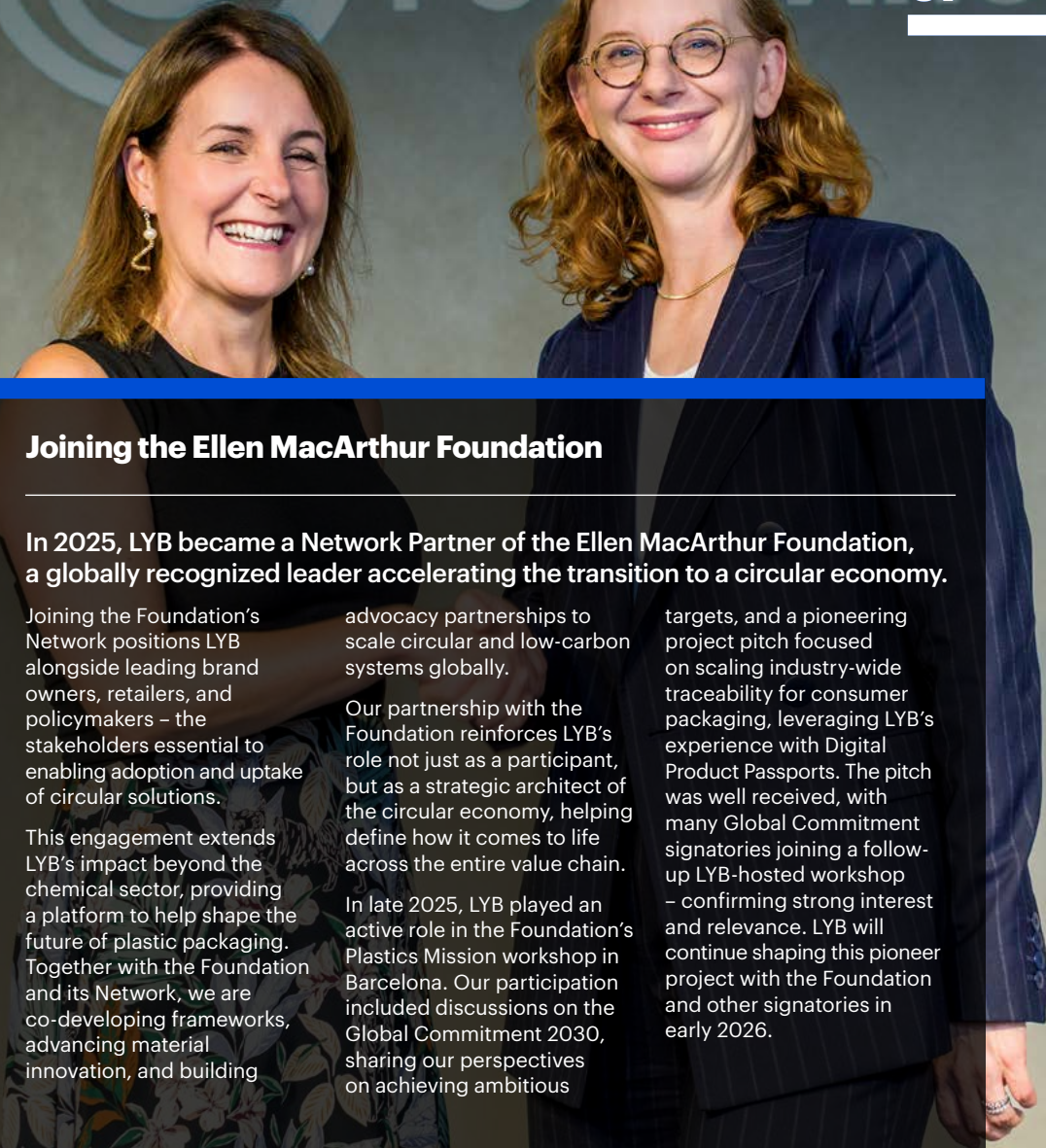
Together for Sustainability (TfS) is a chemical industry initiative working to accelerate the development of sustainable and resilient chemical supply chains. Our Chief Procurement Officer, Jen Jewson, serves as

TfS president. Through TfS, we are helping to develop scope 3 carbon accounting methodologies and PCF frameworks to increase transparency in the chemicals supply chain.

We also use TfS supplier audits to better understand supplier sustainability practices, as part of our sustainable procurement approach.

### Ocean Plastic Leadership Network

The Ocean Plastics Leadership Network (OPLN) convenes businesses, NGOs, and policymakers to accelerate circular economy solutions and reduce plastic leakage. Through OPLN, LYB contributed to the development of the Responsible Production Guidelines for Advanced/Chemical/Molecular (ACM) Recycling (2023–2025). The process was grounded in broad, multi-stakeholder engagement, ensuring alignment with emerging best practices. Following this collaborative effort, SCS Standards – an independent and globally recognized certification body – assumed ownership of the guidelines to establish them as a formal certification standard. LYB continues to support SCS Standards in this next phase, reinforcing our commitment to responsible, transparent, and credible practices in advanced recycling.



## Joining the Ellen MacArthur Foundation

In 2025, LYB became a Network Partner of the Ellen MacArthur Foundation, a globally recognized leader accelerating the transition to a circular economy.

Joining the Foundation's Network positions LYB alongside leading brand owners, retailers, and policymakers – the stakeholders essential to enabling adoption and uptake of circular solutions.

This engagement extends LYB's impact beyond the chemical sector, providing a platform to help shape the future of plastic packaging. Together with the Foundation and its Network, we are co-developing frameworks, advancing material innovation, and building

advocacy partnerships to scale circular and low-carbon systems globally.

Our partnership with the Foundation reinforces LYB's role not just as a participant, but as a strategic architect of the circular economy, helping define how it comes to life across the entire value chain.

In late 2025, LYB played an active role in the Foundation's Plastics Mission workshop in Barcelona. Our participation included discussions on the Global Commitment 2030, sharing our perspectives on achieving ambitious

targets, and a pioneering project pitch focused on scaling industry-wide traceability for consumer packaging, leveraging LYB's experience with Digital Product Passports. The pitch was well received, with many Global Commitment signatories joining a follow-up LYB-hosted workshop – confirming strong interest and relevance. LYB will continue shaping this pioneer project with the Foundation and other signatories in early 2026.

## Why they matter continued

### The World Business Council for Sustainable Development

The World Business Council for Sustainable Development (WBCSD) is a CEO-led global network uniting business leaders to accelerate collective action on climate, nature, and social equity. Through its pathways and collaborative platforms, WBCSD supports the development of credible, science-based frameworks, methodologies, and market enablers that help companies translate sustainability ambition into measurable progress.

LYB is an active member across several WBCSD pathways, supporting our circular and low-carbon solutions strategy and our net-zero ambition. Our engagement focuses on advancing scope 3 transparency, supplier decarbonization, and robust sustainability data. In 2025, LYB contributed technical expertise to WBCSD initiatives including Climate Action, Nature Action, Equity Action, and Corporate Performance & Accounting, contributing to methodologies, metrics, and reporting approaches that can underpin credible corporate performance.

A key area of engagement is the Partnership for Carbon Transparency (PACT), where LYB participates in the Build-Out Methodology Working Group, contributing sector-specific expertise on product carbon footprints (PCFs), data interoperability, and value-chain emissions accounting. LYB also engages in WBCSD's Center for Decarbonization and Demand Acceleration (CDDA), collaborating with peers and downstream partners to explore demand-side incentives, policy frameworks, and market mechanisms that can accelerate the adoption of low-carbon and circular materials.

[Refer to Low-carbon solutions section for more details.](#)

Across WBCSD's climate, nature, and people-focused initiatives, LYB's participation supports the harmonization of reporting, the reduction of value chain emissions, and the integration of social and environmental considerations into business decision-making, demonstrating our focus on transparent, scalable, and science-aligned sustainability action.



### Global Impact Coalition

The Global Impact Coalition (GIC) is an industry-led collaboration platform bringing together leading companies across the chemical value chain to accelerate the development and commercialization of low-carbon and circular technologies in a hard-to-abate sector.

LYB plays an active role in GIC's innovation agenda, co-leading projects on decarbonization and circularity, including initiatives on direct conversion, sustainable olefins, and automotive plastics circularity. In 2025, GIC progressed several initiatives from ideation into pilots, pre-feasibility studies, and dedicated project structures, demonstrating tangible pathways toward scale and implementation.

A key milestone was the advancement of the sustainable olefins initiative into a spin-out structure, supporting the exploration of new low-carbon production routes.

LYB also contributes technical expertise to GIC working groups on sustainable methanol, and circular municipal solid waste (MSW), while supporting the coalition's broader work to build value chain connections and develop an innovation ecosystem. Through this collaboration, LYB is helping advance practical, scalable solutions that support the transition to a low-carbon, circular economy.

### Women in Logistics

The Women in Logistics (WIL) initiative seeks to address the critical labor and driver shortage in the European chemical logistics industry by promoting the attraction and retention of talent in the sector. With half of European truck operators unable to expand due to a lack of drivers, WIL brings together chemical producers, logistics providers and trade associations to improve working conditions and create a more inclusive logistics ecosystem. The initiative focuses on three key target groups: drivers, operators, and leadership, ensuring a comprehensive approach to broadening the talent pool and improving accessibility to logistics careers.

## Partnerships

# Sustainable procurement

## Goal



By 2027 we aim to assess 80% of our key suppliers against environmental, social, and governance criteria.<sup>1</sup>

## Context

Through our proactive sustainable procurement approach, we're driving continuous improvement in sustainability performance across our supply chain.

We have over 18,000 individual tier 1 suppliers in our supply chain, without consolidating suppliers that are within the same group of companies, with the majority based in the United States, Germany, France, and the Netherlands. We integrate sustainability in our procurement approach, conducting thorough due diligence to identify and mitigate risks while ensuring compliance with evolving regulations. Our sustainable procurement practices deepen our relationships with suppliers and drive innovation.

## Our approach

We use sustainability assessments and audits to evaluate our suppliers' sustainability management systems, identify areas for improvement, and determine how best to support suppliers in addressing them.

Sustainability assessments and audits provide insights into the maturity of suppliers' sustainability management systems. These include EcoVadis assessments and Together for Sustainability (TfS) audits which focus on suppliers' policies, actions and reporting. They cover the following topics: environment, labor and human rights, ethics and sustainable procurement. This year, we progressed from gaining transparency to working with suppliers to mature their sustainability systems.

Our supplier sustainability due diligence program and its implementation is led by the Director, Functional Excellence within our Global Procurement organization, and overseen by the Executive Vice President and General Counsel.

The program consists of four phases:

### Phase 1 – setting sustainability expectations

We set clear sustainability expectations from the outset of each supplier relationship. When registering in our supplier portal, we ask suppliers to acknowledge our Supplier Code of Conduct outlining our ethical, environmental, social and governance standards. Our purchasing conditions and contracts also require compliance with internationally recognized sustainability and responsible business standards, as reflected in the Ten Principles of the UN Global Compact. We continuously review our purchasing practices to ensure alignment with the Supplier Code of Conduct and to avoid potential conflicts with these principles.

In 2025, as part of setting sustainability expectations for our suppliers, we started engaging suppliers to provide product carbon footprint (PCF) data for the products we buy from them. To support this effort, we introduced a PCF data-sharing provision in our EU standard raw materials procurement contracts.

### Phase 2 – supplier sustainability risk screening

Our supplier sustainability risk screening – executed on the EcoVadis IQ Plus platform – classifies suppliers into risk categories considering business relevance, as well as country-specific, sector-specific, and commodity-specific risks. Our risk screening is conducted at the entity level, before consolidating suppliers that belong to the same parent company into a single group company. We have screened over 17,000 suppliers. Our 2025 screening identified eight suppliers as very high risk and more than 90 suppliers as high risk.

### Tier 1 supplier risk screening outcomes

|  | 2024          | 2025          |
|--|---------------|---------------|
| Total number of suppliers (entity level)               | 19,000        | 18,334        |
| Risk screened total number of suppliers (entity level) | 17,718        | 17,002        |
| % of risk screened total suppliers (entity level)      | 93%           | 93%           |
| <b>Total number of suppliers (group level)</b>         | <b>15,578</b> | <b>15,255</b> |

1. For each reporting year, "key suppliers" are determined using a rolling baseline, defined as suppliers with more than USD 1 million in spend in the preceding year.

## Sustainable procurement continued

### Phase 3 – supplier sustainability assessments and audits

We aim to complete supplier sustainability assessments or audits for key suppliers (a group supplier with more than \$1 million in annual spend) and suppliers identified as very high or high risk in the risk screening process to gain insight into their sustainability management systems.

Our primary assessment solution is EcoVadis, a globally recognized sustainability ratings platform that evaluates companies' performance and identifies areas for improvement. EcoVadis scores reflect the quality of a company's sustainability management system, on a scale of 0 to 100 across five levels: Insufficient (0–24), Partial (25–44), Good (45–64), Advanced (65–84), and Outstanding (85–100). A "Good" score indicates a structured, proactive approach with solid policies, tangible actions, and regular performance reporting.

Suppliers unable to complete a detailed EcoVadis assessment can instead complete an IntegrityNext assessment – a more simplified, free, cloud-based alternative.

We also use Tfs audits to gain transparency on sustainability practices at certain suppliers' sites. Conducted by Tfs-approved audit firms, these on-site audits evaluate key areas such as management practices, environmental impact, health and safety, labor and human rights, and ethical corporate governance. In 2025, 16 Tfs audits were conducted at selected supplier sites at our request. Each audit concludes with a meeting between the auditor and site management to review findings and agree on corrective actions. These actions are documented, and we follow up to track implementation.

### Phase 4 – corrective actions and continuous improvement

We support suppliers in addressing identified sustainability issues through targeted corrective action plans, ongoing monitoring, and capacity building. If a supplier receives an EcoVadis score below 45 – meaning "Insufficient" or "Partial" – we work with them to develop a corrective action plan and monitor progress against agreed timelines. We also monitor the implementation of corrective actions for Tfs audit findings that are defined as major or critical. We may specifically engage with suppliers who have assessment or audit findings related to labour and human rights and environmental topics. Our Sustainable Procurement team provides technical support, free training, tools, templates, and other resources to help suppliers improve. We also organize one-on-one meetings to guide suppliers through their EcoVadis scorecards and identify priority areas for improvement, generating continuous progress across our supply chain.



## Sustainable procurement continued

### Performance

**Our suppliers' average EcoVadis score continues to exceed industry benchmarks, and shows year-on-year improvement, supported by our proactive engagement efforts.**

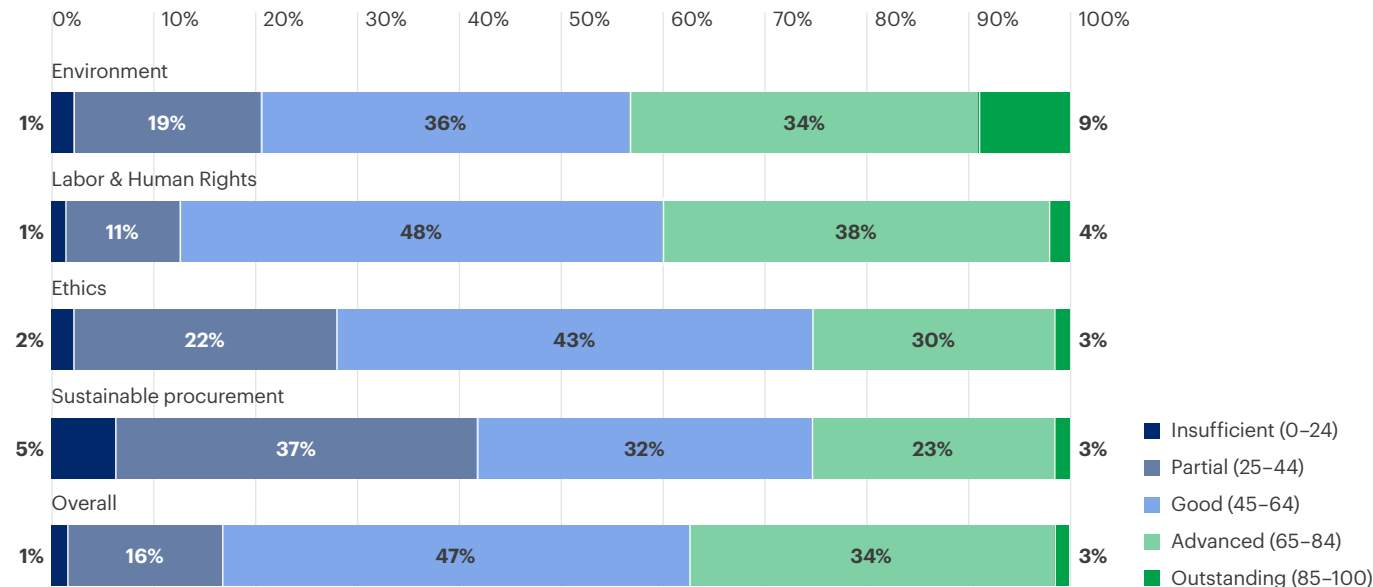
In 2025, the average EcoVadis score of our suppliers was 63, up from 60 in the previous year and higher than various industry benchmarks. This trend reflects our efforts to drive continuous improvement. More than 84% of our suppliers now demonstrate a sustainability management system maturity rated as "good", "advanced", or "outstanding" in the EcoVadis framework.

In 2025, a key focus was working with suppliers to improve their performance and implement corrective actions. We prioritized suppliers with EcoVadis scores below 45 and those whose assessments expired during the year. To drive continuous improvement, we provided ongoing monitoring, capacity building, and regular engagement. Through one-on-one meetings, guidance, and training, 16 suppliers completed reassessments, with nine demonstrating improved scores and positive momentum.

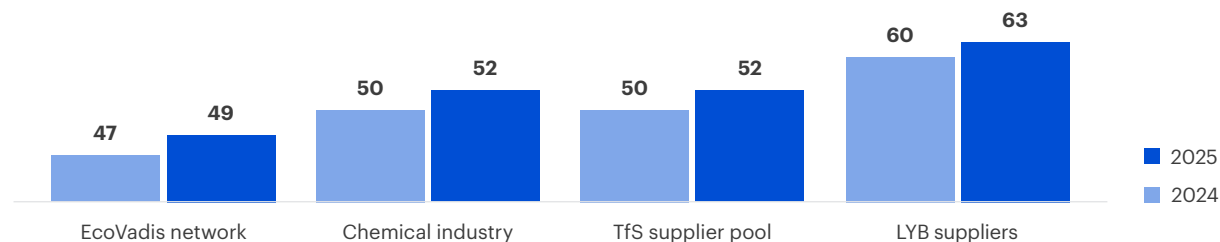
In parallel, we launched Corrective Action Plans (CAP) with 126 suppliers following findings from EcoVadis assessments and TfS audits, including 59 findings linked to labor and human rights topics. We supported suppliers to improve their performance through in-depth one-on-one meetings, training, and guidance.

We are seeing a positive trend in suppliers' understanding of their areas for improvement, with regular engagement and targeted support contributing to enhanced performance.

### Suppliers' EcoVadis performance by theme



### LYB suppliers' EcoVadis scores across different benchmarks



## Sustainable procurement continued

### Supporting supplier learning

The TfS Academy serves as a one-stop learning platform for our suppliers on sustainability and sustainable procurement. It offers e-learning, guidebooks, case studies, and on-demand webinars in multiple languages. Participants include a range of supplier roles – from management to workers.

In 2025, 785 LYB supplier accounts were registered on the TfS Academy, with 1,151 course enrollments, 37% of which were completed by the end of 2025. Suppliers gained information on topics including greenhouse gases, product carbon footprints, emissions reduction, and sustainability assessments and audits.

We also prioritized supporting suppliers in strengthening their own sustainable procurement programs so that improved practices can cascade across subsequent tiers of the chemical value chain. LYB helped organize and deliver a five-part webinar series on value chain sustainability due diligence, including human rights and environmental topics. The series covered regulatory requirements, the business case, due diligence implementation, and reporting. TfS recognized our supplier engagement efforts as “best-in-class” and, in October 2025, showcased our work to peer chemical companies at the TfS Annual Workshop.

### Next steps

#### We will continue to pursue our goal:

By 2027 we aim to assess 80% of our key suppliers against environmental, social and governance criteria.<sup>1</sup>

We will also continue engaging with suppliers to help them mature their sustainability management systems through support, coaching and training.

1. For each reporting year, “key suppliers” are determined using a rolling baseline, defined as group suppliers with more than USD 1 million in spend in the preceding year.

## Strategic collaboration and continuous improvement

### LYB’s Sustainable Procurement team led an engagement campaign to support suppliers in maturing their sustainability management systems.

In 2025, we identified two suppliers in our “Technical Services” procurement category whose initial EcoVadis assessments showed improvement opportunities in the Labor & Human Rights (L&HR) and Ethics assessment areas.

The Sustainable Procurement team issued formal Corrective Action Plan (CAP) requests to both suppliers via the EcoVadis platform and supported the suppliers through tailored resources, including free training offers from EcoVadis and the TfS Academy. We also directed them to EcoVadis resources to help ensure documentation was accepted during reassessment. The team also held multiple one-on-one meetings with each supplier to review the assigned corrective actions, provide feedback on documentation, and offer guidance.

This focused support and collaboration led to measurable improvements. Both suppliers received updated EcoVadis scorecards with improved performance in the targeted themes. The first supplier demonstrated meaningful progress, improving its L&HR score by 11 points and its Ethics score by 4 points. This resulted in an overall score increase from 43 to 48, exceeding LYB’s minimum supplier requirement of 45 points.

The second supplier also improved, raising its L&HR score by 5 points and significantly increasing its Ethics score by 18 points, leading to an overall score improvement from 29 to 34. We will continue to work closely with this supplier to support them to take remaining corrective actions.

In both cases, these results illustrate how strategic collaboration can deliver measurable improvements in sustainability performance.

## Partnerships

# Social impact

### Context

**Our commitment to social impact helps maintain trust with communities where we operate, and reinforces our reputation as a responsible, good neighbor and community partner.**

Our social impact program focuses on regular, meaningful, two-way engagement with communities, management of social impacts, and the delivery of needs-based benefits through our global corporate citizenship program, Advancing Good. Through our social impact program, we strive to strengthen our relationships with the communities where we operate.

### Our approach and performance

**In 2025, we formalized our approach with the development of a social impact strategy. The strategy reflects our commitment to being a responsible neighbor and partner, focusing on community engagement, managing social impacts and opportunities, supporting corporate citizenship, and continuing to respect human rights.**

Guided by external frameworks, our strategy strives to integrate a social lens into our existing management systems. The implementation of the strategy is risk-based and data-driven, and is being rolled out following a phased approach to ensure efficiency and consistency across our operations.

#### Community engagement and understanding

We continuously implement stakeholder engagement programs at our manufacturing sites and maintain a strong commitment to community engagement.

We work to ensure local stakeholders can communicate and engage with us by regularly sharing information on our feedback lines, in public meetings, and during other engagements.

[Refer to Stakeholder engagement section for more details.](#)

We leverage different engagement methods to reach a broad range of stakeholders. This includes site tours, surveys, as well as targeted discussions with community members and with local authorities.

These methods have created opportunities for continued two-way, meaningful engagements. We also strive to identify vulnerable groups as part of the stakeholder identification process.

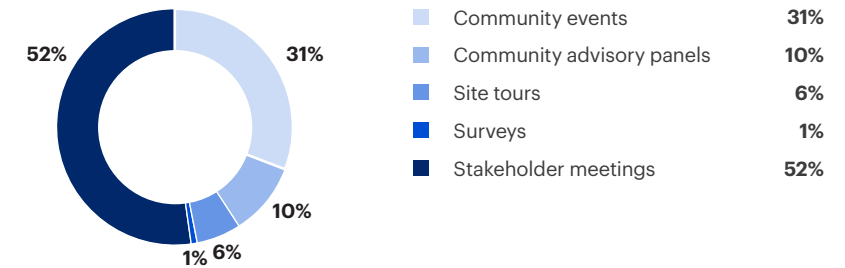
In 2025, community events and stakeholder meetings continued to be the primary way our sites in North and South America, as well as in Europe, engaged with local community stakeholders. Site tours also remained a key part of our engagement activities, as community members often appreciate the opportunity to observe and better understand our operations. Advisory groups, including Community Advisory Panels in the U.S., remained valuable forums for dialogue, and targeted surveys provided meaningful insights. In Asia, sites undertook community engagements primarily through Global Care Week and other activities that addressed local needs, which were coordinated centrally by our regional corporate office.

Building on the work we started in 2024 to deepen our understanding of local communities around our manufacturing sites, we continued to assess community characteristics and potential impacts, and identified opportunities to enhance the way we share information and foster dialogue. This was done through a series of social baseline studies and impact assessments, also taking into account community feedback.

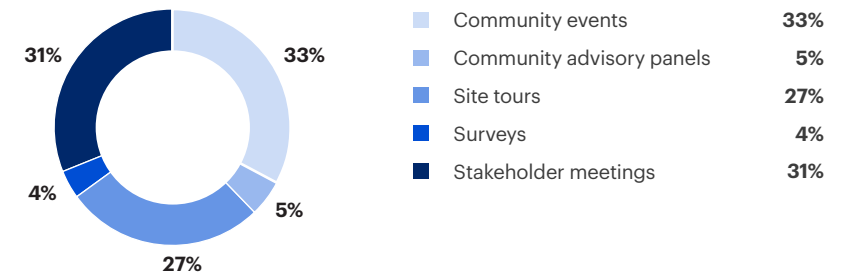
We developed social baseline studies for eight manufacturing sites – six in the U.S., and two in Europe. We also commissioned three social impact assessments at sites in Texas. We leveraged the site-specific data to better understand community concerns, guide strategy and develop consistent, effective, and proactive approaches across all our sites.

Based on the assessments, we identified opportunities for improvement in our community engagement and communication, feedback mechanisms, and social investment approaches. We used these insights to undertake targeted and high-impact engagements.

### Community engagement in North and South America



### Community engagement in Europe



## Social impact continued

### Advancing Good: our corporate citizenship program

We have a well-established corporate citizenship program, Advancing Good, which drives investment in communities through donations and employee volunteering. The program has three focus areas:

**Our communities:** Promoting healthy and safe societies through food security, community safety, and community health.

**Our planet:** Supporting sustainable solutions that protect our planet for future generations, including in the areas of plastic waste reduction, environmental stewardship, and community clean-ups.

**Tomorrow's workforce:** Preparing and training future leaders from early education through technical colleges and universities with an emphasis on STEM and vulnerable groups.

### Advancing Good

In 2025, we invested over \$10 million in communities, including the value of more than 13,000 volunteer hours through the Advancing Good program. Overall, we invested in organizations in 15 different countries and our employees volunteered in 20 countries across the globe.

### Impact by numbers

|                          | 2025                |
|--------------------------|---------------------|
| Financial contributions  | \$9,603,810         |
| In-kind donations        | \$119,335           |
| Volunteer hours          | 13,912              |
| Value of volunteer hours | \$552,705           |
| <b>Total giving</b>      | <b>\$10,275,850</b> |







### Global Care Week: Fresh thinking about how we do good.

Global Care Week is an opportunity for our employees to come together and give back. In 2025, employees around the world were empowered to identify local opportunities in alignment with our Advancing Good focus areas.

In October 2025, during our Global Care Week, we held events across our sites over 10 days, enabling wide participation. Rather than choosing a single theme, we emphasized meaningful impact in our local communities, and enabled site leaders to identify projects aligned with our Advancing Good focus areas most useful for their communities. We engaged with more than 75 beneficiary organizations, including environmental groups, food banks, care homes, and local schools.

## Social impact continued

**A total of 83 LYB locations organized 138 Global Care Week projects, with more than 2,500 volunteers contributing 9,500 total hours.**

| Our communities  | Our planet  | Tomorrow's workforce   |
|--|---|--|
| <p><b>Akron, OH</b><br/>Two local facilities joined up to host a food drive for the Akron-Canton Regional Food Bank, where 30 volunteers also sorted and repackaged approximately 2,000 meals.</p>   | <p><b>Altamira, Mexico</b><br/>40 volunteers participated in a local beach clean-up, removing litter and waste from the area. This effort contributed to community enjoyment and a cleaner environment.</p>   | <p><b>Mumbai, India</b><br/>Students were engaged in hands-on activities and workshops, learning about plastics and discussing aspirations for the future.</p>   |
| <p><b>Corpus Christi, TX</b><br/>Our facility hosted a hygiene kit drive to support local veterans. More than 20 volunteers assembled the donated goods into 513 kits and distributed them to veterans at a local clinic.</p>  | <p><b>Cincinnati, OH</b><br/>50 volunteers planted 225 native saplings to strengthen their local ecosystem. They also helped clean up local waterways by removing hundreds of tires and other improperly disposed waste from the Ohio River.</p>  | <p><b>San Luis Potosi, Mexico</b><br/>The facility hosted 30 students and faculty from the Technological University's Chemical Sciences and Logistics Engineering program, providing a total of 230 hours of training to the participants.</p>   |
| <p><b>Hong Kong, China</b><br/>50 volunteers rescued 510 baked items including bread, pastries and sandwiches from 65 shops across the city and donated them to four local charities who provide food to people in need.</p>  | <p><b>Ferrara, Italy</b><br/>100 volunteers cleaned up the urban area of Ponte Lagoscura, removing litter from public areas, including more than 3,000 cigarette butts.</p>   | <p><b>Victoria, TX</b><br/>Seven volunteers visited local high schools to discuss technical career paths in the industry, including welding programs.</p>  |
| <p><b>Mumbai, India</b><br/>30 volunteers supported tribal community students in the remote Moho village by helping to repair and beautify the facilities.</p>   | <p><b>Houston, TX</b><br/>Over 80 volunteers from nine area facilities came together to plant 1,500 native grass plants, helping to restore a piece of land.</p>  | <p><b>Wesseling, Germany</b><br/>Around 20 volunteers led 50 students in hands-on activities, including making batteries out of lemons, to help spark interest in STEM education and careers.</p>  |
| <p><b>Rotterdam, Netherlands</b><br/>25 volunteers packed 575 birthday boxes filled with gifts and treats for children from underprivileged backgrounds, helping bring joy to kids who might otherwise miss out on a celebration.</p>  | <p><b>Rayong, Thailand</b><br/>130 LYB volunteers cultivated 1,000 mangrove seedlings to support coastal reforestation and released 145 crabs back into nature.</p>   |  |

## Next steps

**By embedding data-driven decision-making into our activities, we will continue to evolve our approach to social impact.**

We plan to continue enhancing feedback tracking systems and to pilot new tools to measure stakeholder engagement consistently across all sites. As we work to enhance our program, we are focused on enabling impact-driven strategies that align investments and partnerships with both community needs and business priorities.

To deepen trust and foster meaningful relationships with our communities, we are also continuing to expand our use of targeted outreach methods – from small-group meetings and stakeholder focus groups to accessible formats like online forums and community coffee chats. These approaches allow us to engage communities in settings that meet their needs and expectations.

By promoting best practices that can be adapted to local contexts and regulatory requirements, we will ensure our community engagement remains both effective and respectful.

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# Unlocking change Investment

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# Investment

## Why it matters

**Our ambition is to shape the future of circular and low-carbon solutions. Investment is a key enabler to bring circular and low-carbon solutions to market and deliver financial and social value.**

### Investing during a challenging year

Our business operates in a cyclical sector, affecting the availability of capital for investment. During 2025, with the chemicals industry experiencing a prolonged downturn, capital availability was constrained. However, we continued progressing construction of our *MoReTec-1* plant in Wesseling, Germany.

### Our approach

#### Adapting to economic conditions

As the 2025 macro backdrop became more challenging, we made hard decisions to delay construction of our Flex-2 metathesis unit project, and deferred a Final Investment Decision (FID) on *MoReTec-2*, a second plant utilizing our proprietary *MoReTec* catalytic chemical recycling technology. When capital availability improves, LYB will have a pipeline of promising investment opportunities to advance, including Flex-2 and *MoReTec-2*.

#### Investing along the value chain

To build and grow our CLCS business, we continue to invest in our proprietary *MoReTec* catalytic chemical recycling technology. Our first commercial-scale *MoReTec* plant will be in Wesseling, Germany.

Upstream, we are investing in securing plastic waste feedstock. Through commercial relationships and joint ventures (JVs), we are implementing a sourcing strategy to secure feedstocks such as mixed waste polymers and pyrolysis oil.

Strategic investment is fundamental to our business – ensuring the safe and reliable operation of our existing assets while enabling us to pursue growth opportunities and build a profitable Circular and Low Carbon Solutions (CLCS) business.



# Creating the future of plastic recycling at MoReTec-1

Our proprietary *MoReTec* technology can play a vital role in scaling a more circular economy, by processing hard-to-recycle plastic waste that often ends up in landfills or incinerated. Our first commercial-scale facility using this technology, *MoReTec-1*, is planned to start up in 2027.

## Realizing the potential of chemical recycling

Building on LYB's strong foundation of technological leadership, we have been developing our proprietary catalytic chemical recycling technology, *MoReTec*, since 2018. Representing a major leap forward in pyrolysis technologies, *MoReTec* is a scalable, continuous process whose catalytic design results in lower energy consumption, 10–50% lower operating costs,<sup>1</sup> and less than half the carbon footprint of fossil-based processes.<sup>2</sup>

Unlike other chemical recycling technologies, the *MoReTec* system maximizes plastic-to-plastic recycling and minimizes the generation of fuels. The process produces pyrolysis oil and pyrolysis gas that can both be used as feedstocks to create new polyolefins.

## Converting a successful pilot to industrial scale

Since 2020, we have successfully operated a *MoReTec* pilot plant in Ferrara, Italy. Based on insights from this plant, we estimate that the total yield of usable products from the *MoReTec* process exceeds 80% by weight of the input plastic.<sup>3</sup> We are constructing the first commercial-scale plant using *MoReTec* technology at our site in Wesseling, Germany. The European Commission's EU Innovation Fund is supporting LYB with a grant<sup>4</sup> of €40 million for the construction of this catalytic chemical recycling plant. The *MoReTec-1* plant is designed with the capacity to produce 50,000 metric tons of recycled feedstock annually for use in our olefins crackers at the location.

During 2025, we reached some important construction milestones in the *MoReTec-1* project. We made strong progress on civil works and, following permit approval in August, began above-ground construction. Module fabrication also continued to advance during the year. We have placed several modules and taken delivery of modular pipe racks. These structures will serve as a crucial hub, channeling materials, water, steam, and gases across the facility.

## Creating the conditions for further investments

Our ambition to advance our catalytic chemical recycling technology and our recycling footprint continues. Derisking and scaling these investments will require policy support – specifically, a stable regulatory framework that enables investment decisions and accessible funding through subsidy and incentive programs.

In the meantime, our work on *MoReTec-1* represents a major milestone in our progress towards building a profitable Circular and Low Carbon Solutions business.



Funded by  
the European Union

- 10–15% lower than third-party operating costs for smaller scale plants, and 30–50% lower than third-party operating costs for large-scale plants. Per LYB analysis and third-party data as of September 2023.
- Feedstocks produced via the *MoReTec* process (pyrolysis oil and gas) displace fossil-based feedstocks in the olefins production process; the stated carbon footprint reduction is based on a comparison of life cycle assessment (LCA) results for (1) pyrolysis oil and gas produced by the *MoReTec* technology, and (2) fossil-based naphtha feedstock. LCA for pyrolysis oil and gas based on *MoReTec* pilot plant data. LCA for fossil-based naphtha includes carbon emissions associated with the production of fossil-based naphtha feedstock, plus incineration of the equivalent amount of mixed plastic waste required to produce pyrolysis oil and gas via the *MoReTec* process.
- Yield depending on the quality of the waste plastic feedstock. We define yield as the percentage by weight of the waste plastic (with >85% polyolefin feed) fed to the process that is converted into liquid and gaseous products (pyrolysis oil and pyrolysis gas) that can be used to produce new polyolefins.
- Funding statement: Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Climate, Infrastructure and Environment Executive Agency (CINEA). Neither the European Union nor the granting authority can be held responsible for them.

# Building on strong foundations

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## Celebrating Buster Keasler – safety professional of the year

La Porte Complex (LPO) Health, Safety and Environment (HSE) Manager Buster Keasler was named the A.D. Cyphers Safety Professional of the Year by the Texas Chemistry Council (TCC) in 2025. The award honors individuals whose leadership and dedication have made a lasting impact on health, safety and environmental excellence in the chemical industry.

With nearly 40 years of industry experience including 14 years at LYB, Buster has built a reputation as a passionate safety leader who leads by example and empowers others to do the same.

His journey began with a degree in industrial safety and a deep interest in learning from past industry incidents. He was drawn to the chemical sector for its complexity and the critical role safety plays in protecting people and communities.

Buster's leadership exemplifies stepping up performance and culture.



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# Building on strong foundations

## Operational excellence

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|                                     |    |
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| Health and safety                   | 83 |
| Product safety and stewardship      | 87 |
| Environmental management            | 90 |
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# Operational excellence

## Goals



**GoalZERO is our commitment to operating safely every day with zero injuries and zero process safety, product safety, environmental and security incidents.**



**GoalZERO guides the company's approach to health, safety and environmental management.**

## Why it matters

**Through our culture of operational excellence, we are delivering continuous improvement in safety, environmental responsibility and reliability across our operations.**

Our Operational Excellence management system spells out how we deliver excellence in safety, environmental responsibility, and reliability and embeds our enduring commitment to the health, safety and well-being of our people and communities. We strive to conduct our business in a manner that protects the environment. A key tenant of our program is what we call GoalZERO. GoalZERO is our commitment to operating safely every day with zero injuries and zero process safety, product safety and environmental incidents. We cultivate a GoalZERO mindset with clear standards, regular communication, training, targeted campaigns and events. Our GoalZERO commitment of zero environmental incidents includes zero plastic pellet loss from our facilities.

Our Board's Health, Safety, Environmental and Sustainability (HSE&S) Committee oversees our health, safety, environmental and sustainability programs, performance, risks and ambitions, with the active support of our CEO and other senior executives who lead our businesses and functions.

Industrial and chemical facility operations carry inherent risks to employees and contractors, communities, the environment, and customers.

To manage these risks, our Operational Excellence framework sets out clear requirements for how we work, for people, process, and product safety, and for environmental management, and applies to employees, contractors and all those performing work on our sites. We undertake internal audits to verify whether sites comply with our systems and procedures, and share lessons learned and best practices across the business.

Through safe, responsible and reliable operations, we provide a strong foundation for LYB to deliver solutions for everyday sustainable living.

## The LYB Operational Excellence management system framework

|   |  |
|---|--|
| <b>Leadership and personal accountability</b> | We are committed to achieving excellence in every aspect of our performance. We set high expectations and hold each other accountable. We operate our business with the highest principles of integrity, ethics, and corporate responsibility.   |
| <b>Operational competency</b>                 | We acquire and maintain the highest possible levels of competency. We empower people to deliver superior performance. We create a culture where employees have the freedom to act with agility and urgency while balancing the need for appropriate process and governance. We embrace inclusion and promote learning and development. |
| <b>Compliance</b>                             | We manage our business with the highest standard of corporate ethics and with strict corporate governance systems that support compliance with all laws, regulations, and internal requirements.   |
| <b>Technology and knowledge management</b>    | We document our operating practices and continually keep them updated. Knowledge management allows for safe, reliable operations through the sharing of combined efforts of people, process, and technology.   |
| <b>Risk management</b>                        | We identify, prioritize, mitigate, and manage risks to provide for the safety and health of employees, contractors, customers, the public, and the environment.  |
| <b>Operations</b>                             | We strive for flawless execution in our operations.  |
| <b>Product stewardship</b>                    | We operate a worldwide product stewardship program to make health, safety, and environmental protection an integral part of the development, manufacture, distribution, use, recycling, and disposal of our products.  |
| <b>Community and stakeholder relations</b>    | We maintain strong relationships with our communities, employees, customers, suppliers, and other key stakeholders.  |
| <b>Assessment and improvement</b>             | We regularly review and take action regarding our systems, processes, metrics, and stakeholder feedback to ensure continuous improvement in our performance.   |

## Operational excellence

# Health and safety

### Goal



**GoalZERO: Operate safely every day, with zero incidents, zero injuries, and zero accidents.<sup>1</sup>**

### Context

We protect the health and safety of our people and communities, and operate responsibly, building trust and enabling us to drive value forward. Our sites consistently achieve top decile safety performance compared with other large and medium-sized companies in our sector.

Working in complex operating environments, our people face inherent risks – from potential exposure to hazardous chemicals to accidents such as trips and falls. Proactively mitigating these risks and ensuring the health and safety of our people is our highest priority. Our GoalZERO mindset places safety at the center of how we work, to ensure everyone goes home safely every day.

To promote safe practices across the value chain, we extend this safety culture to our suppliers and contractors.

### Our approach

**At LYB, we maintain industry-leading health and safety management systems. Our facilities are some of the safest in our industry.**

Together, we work continuously to mitigate risks and enhance safety practices. As part of our culture of learning, we identify hazards early. We ask our teams to report unsafe conditions and capture insights. We investigate significant incidents and near-misses and take corrective action to prevent recurrence. Our sites perform routine self-assessments to ensure safety systems perform as expected. We also strengthen company-wide competence and understanding through corporate audits.

Four of our sites are certified to the International Organization for Standardization (ISO) 45001 standard, a voluntary global framework for occupational health and safety management systems. These certifications underscore our commitment to maintaining the highest standards, reducing risks, and driving continuous improvement across our operations.

Additionally, nine sites in the U.S. are recognized by the U.S. Occupational Safety and Health Administration as Voluntary Protection Program (VPP) Star Sites. This accolade demonstrates our cooperative partnership with employees and regulators to continuously improve safety performance and meet rigorous safety standards.

In 2025, we began rolling out refreshed communications and tools under our GoalZERO program, and integrated Human and Organizational Performance (H&OP) principles throughout our operations. As part of this effort, our plants are updating their risk assessment matrices and expanding life-critical training initiatives. They are also revising safety and operational standards to enhance oversight.

We enhanced our health and safety analytics in 2025. We also updated our crisis management protocols and conducted scenario planning for operations.

### Responsible Care

**We are a signatory to Responsible Care®, the global chemical industry's voluntary initiative, which aims to drive continuous improvement in safe chemicals management and achieve excellence in environmental, health, safety, and security performance.**

We adhere to Responsible Care Management System (RCMS) standards and embed them into our operations. The RCMS framework is based on five core elements: policy and leadership, planning, implementation, operation and accountability, and management review. This systematic approach follows the “plan, do, check and act” model – driving continuous improvement through regular reviews of performance metrics and incidents and acting on any insights to reinforce safety culture.

Responsible Care requires third-party audits every three years to ensure conformance and continuous improvement. The most recent audit in 2025 covered four sites and the Houston headquarters.

RCMS requires that we maintain rigorous standards for stakeholder safety, which includes employees, contractors, suppliers, and nearby communities. It also helps foster a corporate leadership culture that prioritizes employee and contractor health and safety, product stewardship, safe transportation, emergency response, environmental stewardship, community engagement, and process safety.

1. This is an annual, ongoing health and safety target; we again aimed to achieve zero incidents, injuries and accidents.

## Health and safety continued

### Prioritizing occupational health

The health and well-being of our people are foundational to our business success. We provide health benefits, proactive monitoring, and a wide range of resources to support our teams.

#### Health and safety committees

To drive our GoalZERO culture, many of our offices and sites have health and safety committees. These provide an open and receptive channel for employees – at all levels – to collaboratively identify and resolve HSE concerns. Committees typically meet on a monthly or bimonthly basis and rotate members for continuous improvement and continuity. The participants help identify hazards, assess risks, respond to audits, and implement corrective measures.

#### Health and safety training

Health and safety training is a vital tool in the continuous upskilling and education of our employees. We provide all our teams with access to SOURCES, a centralized health and safety repository on our intranet site. This resource offers training presentations, best practices, and reference materials. To share information, we also hold regular meetings with updates on best practices and learnings from incidents. Our employees engaged in various health and safety training programs in 2025.

### Health benefits

Employees receive a variety of health benefits according to their location, which may include medical coverage, life and accident insurance, and disability protection. Counseling is also available through a global Employee Assistance Program. During 2025, Corporate Medical partnered with People and Culture to deliver global webinars focusing on the most common needs.

#### Medical surveillance monitoring

We use medical surveillance – the analysis of workforce health information – to detect potential workplace hazards before health effects can occur. Employees with potential exposure to occupational hazards are offered comprehensive medical monitoring, helping to safeguard their long-term health and well-being.

In certain locations, we also partner with trusted third-party medical and wellness providers, including Hinge Health, Kelsey-Seybold Mobile Health Unit and Mammography Unit and Medent mobile dentistry to deliver vaccines, health screenings and wellness programs.

We are focused on continually improving our process safety program.



### Managing process safety

**Our process safety program sets out design, operational, and manufacturing protocols to precisely manage all process material.**

Process material, if not handled correctly, presents health and safety risks. Our process safety program manages process-related risks to prevent serious incidents that could affect our workforce, communities, and the environment. We have clear standards within our Operational Excellence Management System (OEMS) to identify and manage process safety risks within our manufacturing sites and distribution functions.

In 2025, we formalized and standardized our incident investigation process as part of our OEMS. We use investigations to find and fix system risks – focusing on human performance to prevent incidents before they happen. These investigations have led to useful recommendations and safety improvements.

We periodically pause our manufacturing units for scheduled turnarounds. During these breaks in production, we carry out essential maintenance, inspections, upgrades, and safety verifications. Turnarounds represent a key component of our incident prevention process.

Our objective is to ensure the LYB process safety program is implemented accurately and consistently across the enterprise.

## Health and safety continued

### Performance

In 2025, LYB achieved outstanding safety performance. Our total recordable incident rate (TRIR) was 0.120, our best year ever for TRIR. Out of our 94 manufacturing sites and technology centers, 70 were injury-free. We are extremely proud of our excellent process safety track record. Our process safety incident rate (PSIR) was 0.018 for 2025.

We conducted two Calls to Action during the year in response to short-term trends in occupational and process safety incidents. After identifying an increasing trend in certain injuries, we launched a Hand Safety Campaign. We also initiated a campaign focused on workplace distractions, given the challenging market conditions we are facing. Our record safety performance is evidence that these proactive campaigns were effective in preventing risk.

### Occupational safety performance

|  |                   | 2022  | 2023  | 2024               | 2025   |
|--|-------------------|-------|-------|--------------------|--|
| <b>Employees</b>   |                   |       |       |                    |  |
| Fatalities as a result of recordable work-related accidents          | Number            | 0     | 0     | 0                  | <b>0</b>   |
|  | Rate (200K hours) | 0     | 0     | 0                  | <b>0</b>   |
| High-consequence work-related accidents                              | Number            | 1     | 1     | 1                  | <b>2</b>   |
|  | Rate (200K hours) | 0.005 | 0.005 | 0.005              | <b>0.011</b>   |
| Recordable work-related accidents                                    | Number            | 32    | 27    | 24 <sup>1</sup>    | <b>22</b>  |
|  | Rate (200K hours) | 0.163 | 0.139 | 0.125 <sup>1</sup> | <b>0.118</b>   |
|  | Rate (1M hours)   | -     | -     | 0.626 <sup>1</sup> | <b>0.591</b>   |
| Hours worked   | Number (millions) | 39.1  | 39.0  | 38.3               | <b>37.2</b>  |
| Cases of ill health as a result of recordable work-related accidents | Number            | -     | -     | 0                  | <b>0</b>   |
| Days lost to recordable work-related accidents                       | Number            | -     | -     | 956 <sup>1</sup>   | <b>870</b>   |
| Health and safety management system coverage                         | Percentage        | -     | -     | 100%               | <b>100%</b>  |
| <b>Contractors</b>   |                   |       |       |                    |  |
| Fatalities as a result of recordable work-related accidents          | Number            | 0     | 0     | 0                  | <b>0</b>   |
|  | Rate (200K hours) | 0     | 0     | 0                  | <b>0</b>   |
| High-consequence work-related accidents                              | Number            | 2     | 0     | 1                  | <b>0</b>   |
|  | Rate (200K hours) | 0.011 | 0     | 0.007 <sup>1</sup> | <b>0</b>   |
| Recordable work-related accidents                                    | Number            | 14    | 21    | 20                 | <b>17</b>  |
|  | Rate (200K hours) | 0.077 | 0.140 | 0.136              | <b>0.122</b>   |
|  | Rate (1M hours)   | -     | -     | 0.682              | <b>0.611</b>   |
| Hours worked   | Number (millions) | 36.4  | 30.0  | 29.3               | <b>27.8</b>  |
| Health and safety management system coverage                         | Percentage        | -     | -     | 100%               | <b>100%</b>  |
| <b>Combined workforce</b>  |                   |       |       |                    |  |
| LyondellBasell total recordable incident rate (TRIR)                 | Rate (200K hours) | 0.122 | 0.139 | 0.130 <sup>1</sup> | <b>0.120</b>   |
| American Chemistry Council industry average (TRIR)                   |                   | 0.74  | 0.64  | 0.59               | Data not available as of the publication of this report. |

Beginning in 2024, the terminology changed from "incident" to "accident"; however, the criteria used to define recordable cases remain unchanged. Rates are calculated on the basis of 200,000 hours worked or 1,000,000 hours worked, as indicated. High-consequence accidents are LyondellBasell's Level 3 injuries (hospitalization required) and do not include fatalities. American Chemistry Council data can be found at [www.americanchemistry.com](http://www.americanchemistry.com)

1. We revised our previously reported 2024 employee recordable work-related accidents and days lost to recordable work-related accidents metrics due to immaterial data error corrections.

"-" indicates new metric beginning in 2024. Prior years' metrics before 2024 are not disclosed.

### Process safety performance

|  | 2022  | 2023  | 2024  | 2025         |
|--|-------|-------|-------|--------------|
| Process Safety Incidents Count (PSIC)          | 10    | 12    | 7     | <b>6</b>     |
| Process Safety Incidents Rate (PSIR)           | 0.026 | 0.035 | 0.021 | <b>0.018</b> |
| Process Safety Incidents Severity Rate (PSISR) | 0.055 | 0.046 | 0.044 | <b>0.068</b> |

The table represents the number of Tier 1 process safety incidents per 200,000 hours worked. Tier 1 process safety events are classified as Level 3+ events by LyondellBasell. Level 3+ events include loss of primary containment (LOPC) resulting in either (1) an employee or contractor recordable work-related accident resulting in "days away from work" and/or fatality; (2) a hospital admission and/or fatality of other workers; (3) an officially declared community evacuation or community shelter-in-place, including precautionary community evacuation or community shelter-in-place; (4) a fire or explosion damage with a direct cost greater than or equal to \$100,000; (5) an engineered pressure relief device discharge to atmosphere whether directly or via a downstream destructive device greater than or equal to a Level 3 threshold, within any 60 minute time period, with negative effects; (6) an upset emission from a permitted or regulated source greater than or equal to a Level 3 threshold, within any 60 minute time period, with negative effects; or (7) an unignited release of material greater than or equal to a Level 3 threshold, within any 60 minute time period. Definition and weighting of Tier 1 PSI is in accordance with ANSI/API RP 754 3rd Edition. The third edition update includes the reclassification of materials, clarification of definitions, expansion of data collection capabilities, and other key changes.

## Health and safety continued

# Harnessing LYB people's experiences to strengthen leadership and technical skills

**A new training program piloted at several U.S. sites used an innovative role-based learning curriculum for manufacturing personnel.**

Called the Continuous Learning Journey Program, the new insight-rich program supports Front Line Supervisors, Process Specialists and Production Maintenance Coordinators with self-paced tools, coaching and hands-on learning in the field. Built in just five months by LYB's Global Technical Learning Solutions team and representatives from key manufacturing sites, the curriculum reflects our investment in frontline talent. The goal of the training is to support career growth and technical development through a structured role-based curriculum that empowers users to grow, lead, and succeed.

The curriculum includes technical information, policies and procedures, as well as tools, resources and guidance that support skill enhancement from entry-level proficiency through advanced expertise. The program also provides a framework for peer networking and manager checkpoints.

Momentum is building, with 120 participants already applying their learning to real-world challenges during 2025. The curriculum blends 70% on-the-job experience, 20% mentoring and coaching, and 10% classroom-based learning. Early feedback has been overwhelmingly positive, especially with regard to building confidence during onboarding. With a global rollout planned for 2026, pilot sites report stronger communication, faster onboarding and clearer decision-making support.

“ Our Continuous Learning Journey Program received overwhelmingly positive feedback, especially with regard to building confidence during onboarding. ”

## Operational excellence

# Product safety and stewardship

### Context

**Our products support a wide range of applications, from transportation and clean water to food safety and healthcare. Our responsible chemicals management program ensures the safety and compliance of our products, and supports the development of chemistries and technologies that advance safer solutions.**

### Our commitment

As a Responsible Care® company, we are committed to promoting a comprehensive approach to chemicals management and sustainability in all aspects of our products' life cycles, including design, manufacturing, distribution, use, recycling and disposal activities. Our [Responsible Chemicals Management Position](#) details our commitment including how we align with the Responsible Care® Product Safety Code and are guided by the principles of the United Nations' Global Framework on Chemicals (GFC) – For a Planet Free of Harm from Chemicals and Waste.

Our commitment to responsible chemicals management is implemented globally through our well-established Product Safety and Stewardship Program. We comply with hazard communication and chemical control requirements, and perform safety evaluations on every chemical we procure, use, produce and sell.

Overall, our commitment to product safety – as well as our strong safety record – protects our reputation, strengthens our leadership and builds trust.

#### Safety for people and the environment:

We help protect consumers, workers, and the environment by evaluating chemical risks and establishing risk management measures.

**Regulatory compliance:** We adhere to applicable standards and regulations to maintain our license to operate and access to global markets.

**Reputation and trust:** We set high safety standards to build trust with customers, suppliers and stakeholders. Our Product Stewardship Standard, which is part of our OEMS, sets forth our commitment to continuous improvement.

**Circularity and sustainability:** We are advancing our circularity and sustainability efforts through assessments of novel raw materials, chemistries, and technologies that can help our customers meet their sustainability goals.

**Operational excellence:** We apply our Operational Excellence principles to complete safety assessments for procured raw materials, new product development and manufacturing processes to help protect workers, consumers and the environment. Where applicable, we implement Good Manufacturing Practices (GMP) for materials intended for food contact to ensure compliance with regulatory standards.

### Approach

**Our Product Safety team works with internal stakeholders to understand chemicals we use and produce, assess hazards and exposure risks, establish risk management plans, and support the phase-out of harmful substances from our portfolios where reasonably possible.<sup>1</sup>**

All LYB products, including those made using recycled raw materials, are assessed and managed according to our Global Product Stewardship Standard – a company-wide framework aimed at ensuring LYB products are safe, compliant, and responsibly managed from development through end use.

All LYB sites comply with applicable chemical control legislation, for example, the Toxic Substances Control Act (TSCA) in the U.S., and the Regulation on Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) in the EU. LYB products manufactured or sold in areas without comprehensive chemical control legislation are assessed according to EU REACH principles.

Our testing protocols go beyond regulatory requirements and are used globally for all LYB products to assess their use and suitability in all known applications. Our commitment is outlined in our [Responsible Chemicals Management Position](#).

### Promoting safety throughout the value chain

Ensuring the safety of our products requires a robust, comprehensive approach at every stage of our products' life cycles.

#### Raw material sourcing

We evaluate and approve all raw materials in line with global chemical regulations and best practices. LYB screens for substances of concern including those requiring substitution, elimination, or reporting.

#### Manufacturing

We take care to minimize risks when we use or produce hazardous chemicals through our OEMS and process safety programs. Our finished products, including those with recycled content, undergo rigorous testing including full composition analysis and non-intentionally added substances (NIAS) screening. Materials that fail safety or compliance requirements are restricted until validated through risk assessments and governance checks.

1. Specifically, LYB endeavors to remove carcinogenic, mutagenic and reprotoxic (CMR) substances, as listed in the European Regulation on Classification, Labelling and Packaging of substances and mixtures, from our product portfolio or reduce them to less than 0.1% concentration by weight where reasonably possible.

## Product safety and stewardship continued

### Distribution

Before first delivery and at regular intervals, we assess customer sites to confirm safe storage and handling of high-risk products. We also provide training, technical support, and logistics guidance to suppliers, carriers, distributors, and customers related to the handling and transportation of hazardous chemicals.

### Product use

We supply safety data sheets for all products, regardless of legal requirements. These detail hazards and precautions, including handling and disposal instructions, and are available in multiple languages on our website. We also inform our stakeholders of the global regulatory status of our products through product stewardship bulletins, and evaluate end-use applications and provide the information necessary for our customers to meet their regulatory requirements.

### End-of-life

We collaborate with customers to support recycling and reuse efforts. We work with customers to identify products with features that enhance recyclability. We also conduct appropriate safety assessments and testing that can enable circular solutions.

### Substances of Very High Concern

LYB endeavors to remove Substances of Very High Concern (SVHC)<sup>1</sup> from products that may be used in sensitive end-use applications beyond market requirements and global regulations or reduce them to less than 0.1 wt% where reasonably possible. As part of our Global Product Stewardship Standard, our global product portfolio assessment helps us continually advance safer solutions by reviewing products for the presence of SVHC, prioritizing SVHC for further analysis, evaluating alternatives, and substituting, eliminating or reducing SVHC presence in products where feasible. In addition, we implement safety and sustainability criteria as part of our product innovation process.

### Ensuring product safety in recycled materials

Post-consumer recycled materials may pose additional risks, with increased scrutiny on contaminants. Evolving regulatory requirements and expectations from customers and brand owners demand high-quality data to verify the safety of recycled products.

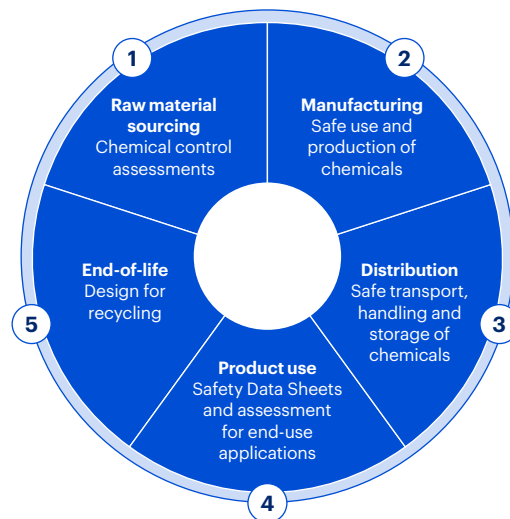
We have well-defined testing protocols to rigorously test post-consumer recycled raw materials as well as our finished products containing recycled content prior to permitting their use in an end-use application. This testing includes full composition analysis and NIAS screening.

Where information does not support the use of recycled materials, they are prohibited or restricted under our policies or standards. This restriction is cleared only after a thorough risk assessment process which includes testing and validation for hazardous substances (such as SVHC above 0.1 wt%).

Our Product Safety and R&D teams are collaborating to assess recycled product compositions and develop technologies to reduce contaminants in our recycling processes. We have improved our analytical and toxicological capabilities to screen for substances of concern by investing in equipment and partnering with third-party laboratories. Our recycling processes include decontamination steps with advanced sorting and washing techniques to reduce substances of concern to safe levels for intended uses such as contact-sensitive applications.

These advancements allow LYB to demonstrate the quality and safety of our solutions to brand owners, building trust and fostering a greater level of collaboration.

### Product stewardship across the value chain



1. Defined in Article 57 of Regulation (EC) No 1907/2006 (REACH). SVHCs are chemical substances that may have serious effects on human health or the environment. These include substances that are: Carcinogenic, Mutagenic, or Toxic for Reproduction (CMR), Persistent, Bioaccumulative, and Toxic (PBT), Very Persistent and Very Bioaccumulative (vPvB) or identified as causing an equivalent level of concern (e.g., endocrine disruptors).

### Phasing-out sales into certain plastic applications

While plastics play an essential role in everyday sustainable living, we recognize that some applications are difficult to reuse, repurpose, or recycle, and that inadequate waste management can contribute to environmental leakage. Last year, we announced our plans to phase out sales into selected single-use plastic applications<sup>2</sup> that are difficult to recycle and can be environmentally challenging where they are not properly disposed. Since then, we have been advancing this phase-out through our product stewardship program. We aim to fully end sales into these applications by 2030 where they are not already restricted by regulation.

2. Fishing nets and ropes; straws, stirrers, and candy sticks; cotton bud and balloon sticks; non-detectable black masterbatch in food and cosmetics rigid packaging; synthetic polymer microparticles in fertilizers and consumer applications; and cigarette butts and filters.

## Product safety and stewardship continued

### Performance

**In 2025, we achieved strong performance, with no product recalls or incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of our products resulting in fines, penalties, or warnings.**

In 2025, about 2% of our revenue came from products containing substances listed in REACH Annex XVII,<sup>1</sup> in compliance with the applicable conditions.

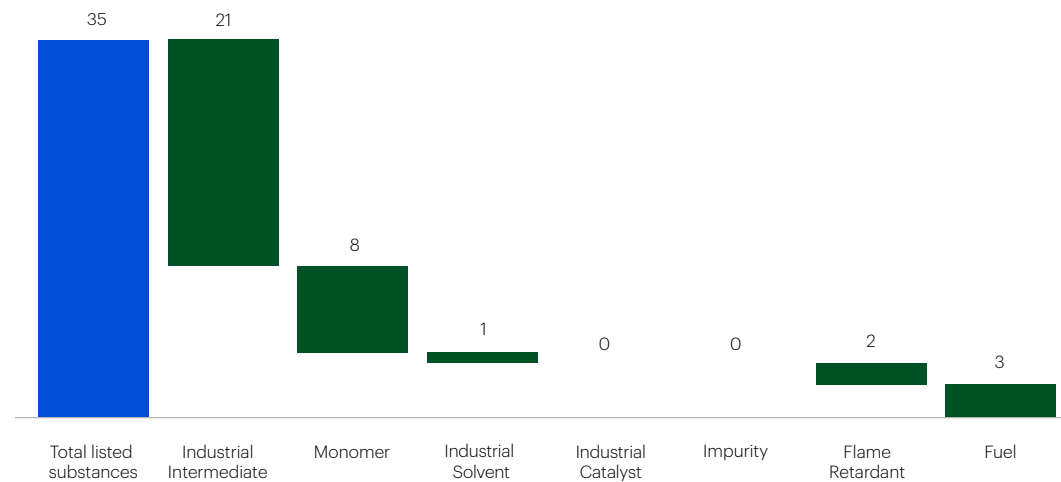
Fewer than 0.1% of our products (representing about 3.7% of revenue) contained candidate list Substances of Very High Concern (SVHC)<sup>2</sup> above 0.1% by weight. Most of these products (more than 99.9% by revenue) were sold for monomer or intermediate use, which involves use in tightly controlled industrial settings with robust safety measures in place. Products containing persistent substances<sup>3</sup> accounted for less than 1% of our revenue in 2025. We do not produce PFAS compounds and are actively working to eliminate intentionally added PFAS from our products as viable alternatives are established, which will reduce revenues from products containing persistent substances to below 0.2% of total revenue.

To support safe use and compliance, we issued around 775,000 Safety Data Sheets, 46,000 product stewardship bulletin downloads, and handled 41,000 product-related inquiries<sup>4</sup> during the year.

### Advancing product safety transparency

The International Chemical Secretariat (ChemSec) is an independent non-profit organization that advocates for safer alternatives to hazardous chemicals through its Substitute It Now (SIN) list. As of September 2025, the LYB product portfolio contained 35 substances on ChemSec's SIN List. The vast majority of products with these substances are used as monomers and/or intermediates in industrial settings, meaning there is very limited consumer exposure.

### 2025 Relevant substances on ChemSec's SIN list



ChemSec's annual ChemScore Report looks at the world's top 40 chemical companies and ranks their performance across four categories: product portfolio, research and development of non-toxic chemicals, management and transparency, and commitment to phase out persistent chemicals. In 2025, we ranked sixth among 40 industry peers.

### Next steps

We are continuing our work to remove intentionally added PFAS from all products and actively reviewing other substances of concern that persist in the environment. We are also continuing our work to advance safety in recycled products through the development of analytics and technologies.

By engaging with our stakeholders, we will continue to build trust through sharing information on our risk-based responsible chemicals management approach and advances in chemistries and technologies.

1. Article 1, Annex XVII to Regulation (EC) No. 1907/2006 (REACH) (Substances, mixtures, and articles that are restricted in the EU to use under certain conditions).
2. Substances defined in REACH Article 57 (identified for potential inclusion in REACH Annex XIV list of substances subject to authorization).
3. Substances which are persistent, bioaccumulative and toxic (PBT) or very persistent and very bioaccumulative (vPvB) according to REACH Annex XIII; or substances which are very persistent and very mobile (vPvM) according to the EU Classification, Labelling and Packaging Regulation.
4. Product-related inquiries by customers usually relate to understanding specific compliance requirements for end use applications, or requesting Safety Data Sheets.

### Product sustainability

**Alongside product safety data, we are seeing growing demand for information on the environmental impact of products.**

Our approach to product sustainability enables our customers to make data-driven decisions and credible, transparent claims. We collect detailed process data to conduct life cycle assessments (LCAs) to evaluate environmental impacts associated with our products. We also calculate product carbon footprint (PCF), which is part of the LCA and reflects the GHG emissions associated with the product across the product life cycle.

To enhance the quality and completeness of our PCF calculations, we collect supplier PCF data via SiGREEN, an industry data exchange platform launched by TfS. This simplifies PCF analysis and enables our suppliers to share their PCF data with multiple parties, as well as provide additional contextual information to understand a PCF beyond the numerical value.

Our assessments follow internationally recognized standards – including ISO 14040/44 and ISO 14067 – as well as industry guidelines such as the TfS PCF Guideline. Our LCA methodology has been

independently certified by TÜV Rheinland, demonstrating credibility and consistency.

Accurate and verifiable LCAs and PCFs provide valuable insights for customer requests, enabling design optimization, material selection, and process improvements. They also allow LYB to compete in emerging markets where environmental performance influences purchasing decisions. We're aiming to complete full LCAs and PCF calculations for the majority of our product portfolio by the end of 2026.

[Read more in Low-carbon solutions.](#)

## Operational excellence

# Environmental management

### Goal



**GoalZERO: Our commitment to operating safely and responsibly includes a goal of zero environmental incidents.<sup>1</sup>**

## Context

**We strive to conduct our operations in a manner that does not adversely impact the environment.**

Our environmental management is organized around the following areas: emissions to air, water, and land; water use and availability; waste generation; preventing plastic pellet loss; and biodiversity and ecosystem services. Given the nature of our manufacturing processes, we place particular emphasis on monitoring and managing our emissions.

LYB's major manufacturing operations are in countries with well-established, science-based environmental laws and regulations designed to protect people and the environment. We are committed to full compliance, while working to reduce our risk profile and the impacts we have on the environment.

We identify impacts, risks, opportunities (IROs) and dependencies through our enterprise risk management (ERM) process and through double materiality assessments (DMA). Emissions to air, water, and land was identified as a material topic in our 2024 DMA.

[See Materiality for more on this.](#)

While we have not identified material enterprise-level risks or opportunities specific to water use and availability, waste generation, and biodiversity and ecosystem services, we have assessed how these topics relate to our climate- and other emissions-related IROs and dependencies. For example, climate change risks include potential physical impacts such as extreme water-related weather events which includes flooding and drought.

[See Low-carbon solutions for more on this.](#)

## Our approach

**Our approach to environmental management helps ensure compliance, promote excellent environmental performance, and maintain trust and stakeholder confidence.**

Our approach includes three interconnected components:

**Assess and manage environmental aspects and impacts:** Our Health, Safety, Environment, and Security (HSES) Policy, and our Environmental Management OE Standard set out our expectations for systematically assessing significant environmental aspects and impacts, enabling us to manage them more effectively.

**Maintain our Environmental Management System (EMS):** Embedded in our operations, the EMS sets out clear expectations, roles and responsibilities for environmental performance. We require our large sites to maintain their own site-specific environmental management systems. We train employees to effectively implement our EMS, including environmental policies and procedures. We verify conformance through periodic audits and conduct regular management reviews of our EMS standard to confirm its effectiveness.

Our EMS is integrated with related HSES management programs including emergency response and process safety. Beyond our own operations, we also seek to influence our suppliers by encouraging adoption of similar management systems.

**Promote excellent environmental performance:** Continuous improvement is fundamental to our EMS. Our environmental and operations professionals optimize processes and monitor emissions. They also institute best practices, identify and implement improvements, and maintain transparent reporting.

## Alignment with international frameworks

Our EMS is aligned with relevant international frameworks, such as the International Organization for Standardization's (ISO) Environmental Management System Standard (ISO 14001) and the American Chemistry Council's (ACC) Responsible Care Management System (RCMS).

More than 70%<sup>2</sup> of our sites are either ISO 14001 certified or participate in the Responsible Care® program. Our participation in ACC and ISO working groups helps us stay informed of the latest industry standards. We also engage with the European Chemical Industry Council (Cefic), American Fuel and Petrochemical Manufacturers (AFPM), and Plastics Europe for similar purposes.

[See Stakeholder engagement for more on our other stakeholder engagements.](#)

1. We classify environmental incidents on a scale from 0 to 5, with Level 5 having the highest impact. Our GoalZERO environmental incidents goal relates to "Level 2+ Environmental Incidents", defined as a failure to meet a policy, standard, or applicable law due to unplanned emissions or release into the environment.
2. More than 55% of our sites are ISO 14001 certified. 15% of our sites are RCMS certified.

## Operational excellence

# Environmental management

## Emissions to air, water, and land

### Context

**We are advancing pollution prevention while managing our emissions to air, water, and land.**

We are committed to managing our emissions within permissible limits and complying with applicable laws, permits, and regulations, while working to reduce our risk profile and impacts on the environment.

### Our approach

**LYB has systems and processes in place to manage emissions to air, water, and land and reduce pollution.**

#### Emissions management

Our approach to pollution prevention and emissions management is embedded in our GoalZERO culture and OEMS, including our EMS. We ensure compliance and prevent incidents through adherence to our processes, comprehensive training, reporting, and investigation.

We have processes in place to identify and classify air and water pollutants from our sites. The primary air pollutants associated with our operations are volatile organic compounds, products of combustion, and particulate matter. We typically monitor for conventional water pollutants such as total suspended solids, pH, biological oxygen demand, and oil and grease.

We limit air emissions with filtering, destruction, phase separation, and other control techniques.

We use one or more biological, physical, or chemical methods to treat wastewater. Sites may also use third parties to treat wastewater.

#### Community awareness and engagement

We share information on emissions sources and communicate relevant information about emissions events to local stakeholders. We also engage with community groups to understand their concerns and seek feedback on our operations. This includes our Wesseling, Germany site where, for more than 20 years, we have conducted town halls and guided site visits for local people to learn about our site, ask questions, and receive information on our environmental performance.

#### Promoting excellent environmental performance

Improving our environmental performance can also create value. Activities such as proactive emissions management often yield cost savings through improved efficiencies and lower compliance costs.

In 2025, we incurred capital expenditures of \$241 million for projects impacting health, safety and environmental compliance purposes and improvement programs.



## Emissions to air, water, and land continued

### Tracking performance and sharing learnings

We track emissions to air, water, and land, regularly report, and share learnings about performance and trends to enhance company-wide performance. Where required by applicable regulations governing protection of ecosystems, toxicological testing is also conducted on site wastewater discharges.

> [See more on our approach to monitoring and managing GHG-specific emissions.](#)

LYB has long-standing global and regional internal technical working groups who share learnings and continuous improvement opportunities for environmental management topics. In 2025, we added working groups for air emissions reductions, environmental data reporting, water use and reuse, and waste. The aim is to generate additional learnings and improvements specific to these topics.

### Environmental incident prevention and response

We manage the risk of environmental releases by designing systems with effective process monitoring and other safety features, and implementing procedures, training, and inspections that inform correct handling, storage, and treatment of regulated materials.<sup>1</sup> When incidents do occur, our Incident Investigation Standard requires that we investigate the root causes, implement corrective actions, and discuss lessons learned. Through our Learning from Experience process, we provide our sites globally with alerts to communicate awareness, share learnings from investigations, and assign actions if appropriate after an opportunity has been identified. In 2025, we updated our Incident Reporting and Classification Standard to broaden its applicability and increase visibility to additional experiences with potential learnings.

We deploy mitigation hierarchy principles related to releases to land – avoiding negative impacts (avoidance), reducing them (minimization), and mitigating them with effective clean-up (restoration). Sites document corrective actions, including responsible clean-up when necessary.

If releases to soil or water require extended mitigation, specialized HSE professionals oversee efforts, monitor conditions, as well as liaise with authorities and other stakeholders. We also apply action plans and communicate takeaways to prevent future incidents.

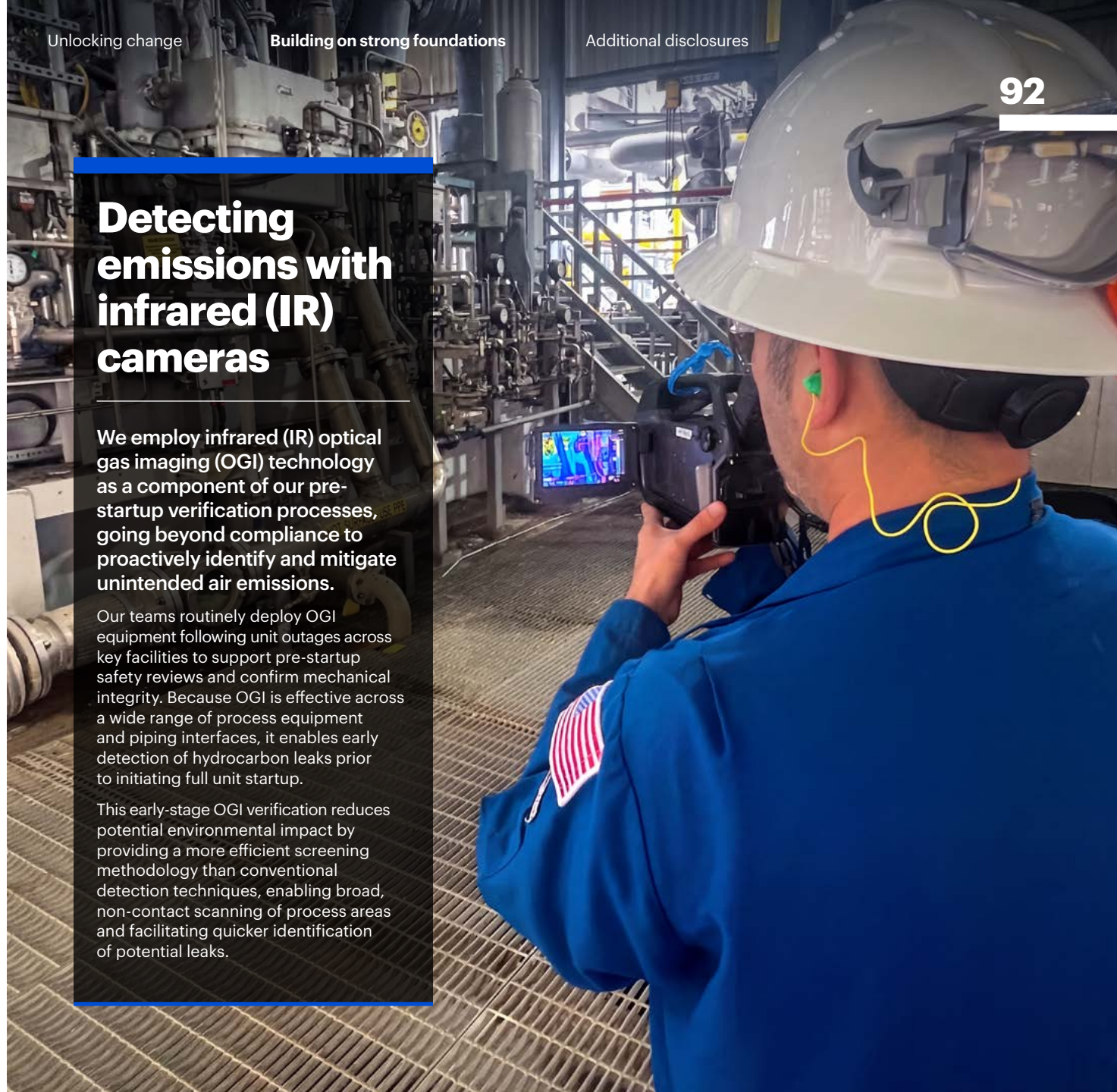
1. LYB's monitoring, management systems, and reporting programs encompass noise and odor.

## Detecting emissions with infrared (IR) cameras

We employ infrared (IR) optical gas imaging (OGI) technology as a component of our pre-startup verification processes, going beyond compliance to proactively identify and mitigate unintended air emissions.

Our teams routinely deploy OGI equipment following unit outages across key facilities to support pre-startup safety reviews and confirm mechanical integrity. Because OGI is effective across a wide range of process equipment and piping interfaces, it enables early detection of hydrocarbon leaks prior to initiating full unit startup.

This early-stage OGI verification reduces potential environmental impact by providing a more efficient screening methodology than conventional detection techniques, enabling broad, non-contact scanning of process areas and facilitating quicker identification of potential leaks.



## Emissions to air, water, and land continued

### Performance

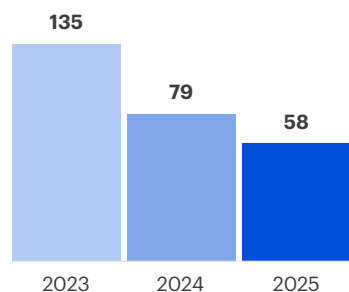
We report annually on our environmental GoalZERO performance<sup>1</sup>. We also disclose the number and monetary amount of environmental-related penalties across our sites.

In 2025, 72 operating sites achieved GoalZERO performance for environmental incidents. While our target is always zero, we have experienced another year of reduction in our global total number of environmental incidents, approximately 27% lower than the prior reporting period, and an approximately 50% reduction over a two-year period.

In 2025, executing some of our business initiatives resulted in a reduction in emissions. These actions included ceasing operations at our Houston refinery and shutting down the propylene oxide and styrene and monomer (POSM) production unit at our joint venture site in Maasvlakte, the Netherlands. While future potential uses for these locations continue to be evaluated, these operational changes resulted in reduced emissions, water use and waste generation in 2025.

> **For more detailed data on incidents and emissions, please see [Additional data section](#).**

### Environmental level 2+ incidents<sup>2</sup>



1. We classify environmental incidents on a scale from 0 to 5, with Level 5 having the highest impact. We track environmental GoalZERO status as Level 2+ environmental incidents, indicating a failure to meet a policy, standard, or applicable law due to unplanned emissions or release into the environment.
2. We revised our previously reported 2024 environmental level 2+ incidents due to an investigation outcome that concluded in the current reporting cycle.

### Receiving recognition for our facilities' responsible performance

Four of our U.S. sites received Caring for Texas awards during 2025. The program, established by the Texas Chemistry Council (TCC), promotes continuous improvement in community involvement, emergency response, and sustainability by TCC member companies. The program recognizes exemplary results and a commitment to employees and communities.

The winning facilities received praise for their management of emissions to air, water, and land, and for their waste management and reuse. For example, one of the four recognized LYB sites reduced emissions of volatile organic compounds (VOCs) by more than 20 metric tons over a four-year period. The team achieved this by identifying and deploying reliability improvements and optimizing processes including the site's recycle gas compressors and vapor gas recovery system. The improvements increased the availability of the recovery system, enabling the site to recover more VOCs for use in the manufacturing process as raw materials, and reduce flaring and associated emissions.

### Air emissions<sup>3</sup>

| (metric tons)                     | 2022  | 2023  | 2024               | 2025         |
|-----------------------------------|-------|-------|--------------------|--------------|
| Nitrogen oxides (NOx)             | 6,839 | 7,345 | 7,250              | <b>6,619</b> |
| Sulfur oxides (SOx)               | 1,017 | 889   | 831                | <b>378</b>   |
| Volatile organic compounds (VOCs) | 7,393 | 7,388 | 7,461 <sup>4</sup> | <b>6,534</b> |
| Carbon monoxide (CO)              | 6,850 | 7,131 | 7,362 <sup>4</sup> | <b>6,356</b> |
| Particulate matter (PM)           | 1,053 | 1,040 | 1,053              | <b>902</b>   |

### Water emissions<sup>5</sup>

| (metric tons)                   | 2025         |
|---------------------------------|--------------|
| Chemical Oxygen Demand (COD)    | <b>2,939</b> |
| Biochemical Oxygen Demand (BOD) | <b>324</b>   |
| Total Suspended Solids (TSS)    | <b>740</b>   |

3. See [pages 43 and 130](#) for greenhouse gas emissions. See [Additional data section](#) for other emissions information and definition of the air emission compounds. Air emissions data relates to our normal operations. Definition of the air emission compounds: The following describes the air emissions we track at the enterprise level.

**Nitrogen oxides (NOx)** NOx are by-products of combustion generated while using fuels to produce heat, steam or electricity. Boilers and furnaces in our chemical and refining operations are the source of most of our NOx emissions.

**Sulfur oxides (SOx)** In our operations, SOx emissions come from the use of fuel containing small amounts of sulfur, and from the process of removing sulfur from fuel products at our Houston, Texas, refinery.

**Volatile organic compounds (VOCs)** VOCs are associated with the chemicals and fuels we handle and produce and are released into the atmosphere during chemical and fuel handling, storage, and production. VOCs can be released from point sources or through fugitive emissions from pump seals, valves and other equipment. We have extensive programs in place to identify and repair leaks, including using infrared camera technology.

**Carbon monoxide (CO)** CO is produced when fuels are used to produce heat, steam or electricity. The majority of our CO emissions come from the use of natural gas at our chemical and refining operations.

**Particulate matter (PM)** PM refers to small airborne particulates emitted during operations, primarily from cooling towers and the use of fuel.

4. Previously reported data has been revised; updates to past reported values may be made for a variety of reasons including methodology updates, data error corrections, or advancements in data management.
5. The total mass of discharges is reported based on the average discharge concentrations and relevant annual discharge volumes for sites required to report on these parameters by the relevant environmental authorities.

## Operational excellence

# Environmental management

## Water use and availability

### Goal



Complete site-specific water risk management plans at our large sites and facilities in high- and extremely high-water-risk areas by 2030.

### Context

Fresh water is an essential and finite global resource with supplies under stress<sup>1</sup> in many regions of the world. Vital to our manufacturing processes, we have an incentive to manage water supplies efficiently and responsibly.

Water scarcity and drought could reduce freshwater availability for our operations, including for process temperature management, steam production, and sanitary purposes.

Several of our facilities are located on the U.S. Gulf Coast, which can be affected by hurricanes and associated flooding, causing operational challenges. Our sites also rely on rivers and other waterways for transportation that may experience restrictions in times of drought or other unseasonal weather events. Less than 0.1% of our global water consumption is in high- or extremely high-water-risk locations, as defined by the World Resources Institute Aqueduct™ tool. Our goal is to complete water risk management plans for these locations, together with our large manufacturing sites and facilities, by 2030.

LYB products contribute to water security, for example, through our polymers used in water and wastewater piping systems. These materials are lighter and more durable than conventional materials, making installation faster and easier. They also enable reduced water use by preventing water leakage, and the protection of water purity.

### Our approach

As a UN CEO Water Mandate<sup>2</sup> signatory, LYB aims for continuous improvement in water stewardship.

We track water withdrawals, discharges, and reuse trends. We recycle water when prudent to minimize dependence on regional water sources that may be burdened. Our large sites also monitor water quality parameters in water used for cooling, with the aim of maximizing the number of times water may be reused. Relevant staff receive training on maintaining systems, reporting leaks, and general water management techniques.

We are completing water risk management plans in a systematic manner across our large sites and facilities in high- and extremely high-water-risk areas, and plan to evolve our water-related risk assessment approach as we progress this effort in the coming years.

We refreshed our baseline water risk assessments in 2024 using the World Resources Institute Aqueduct™ Tool (version 4.0) and completed a future water stress assessment under Aqueduct's "business as usual" scenario (SSP3 RCP7.0). Most of our sites are generally classified as low- or medium-water risk.<sup>3</sup>

> [For more detail on our water-related data, refer to the Additional data section.](#)

For the few sites located in high- and extremely high-water-risk areas, we are evaluating opportunities to reduce consumption, including through reusing water in our processes. At our APS site in Chennai, India, we installed a rainwater-harvesting system designed to capture and reuse rainfall, reducing freshwater demand. During 2026, we plan to pilot site-level water use reduction goals at four of our sites in high- or extremely high-water-risk areas to drive further action. We will adapt learnings from these efforts for other water risk management plans.

As part of our efforts to complete site-level water risk assessments, evaluation is ongoing to combine the output of geospatial tools, including geospatial drought and flood risk data, with watershed-level knowledge available at our sites. As an example of our efforts, we recognize our sites can at times be subject to water stress even if they are not identified as high risk in the Aqueduct Tool. One such site is Corpus Christi, Texas, where we are undertaking water management (see highlight box).

We prioritize sites based on risk to water quality, using GoalZERO performance related to water discharges and available data on the characteristics of the receiving water resource.

We also ask sites to confirm annually that water is safe for the intended use, such as for drinking and sanitation needs at our sites.

### Integrated strategies to address water stress

The Corpus Christi, Texas, community can at times be subject to water stress. Our Corpus Christi site has implemented water conservation strategies including recycling processed wastewater effluent for use in the cooling tower.

In 2026, we plan to continue mitigating actions such as groundwater well drilling and exploring alternative water sources to reduce our reliance on municipality-supplied water.

In addition to implementing water conservation strategies, we are working closely with a group of stakeholders to develop and secure short-term and long-term water supply solutions for the region. The group includes government officials and industry.

1. Reference: [UN Water website](#).
2. Refer to the [CEO Water Mandate](#).
3. Aqueduct™ rates geographic locations worldwide on a scale from low to extremely high water risk based on watershed data related to water quantity stress, quality and regional factors.

## Water use and availability continued

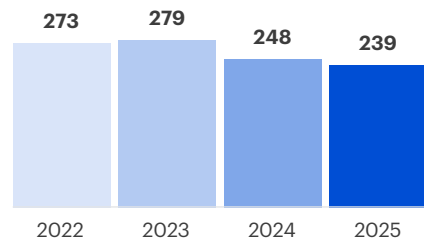
### Performance

LYB responds annually to the CDP Water questionnaire. In 2025, we improved our score to “A-”, which places LYB in the leadership category.

Our total global water withdrawal and consumption (withdrawals less our measured discharges) have decreased again this year. This reduction can be attributed in part to ceasing crude oil refining and related operations at our Houston refinery, offset somewhat by normal fluctuations. Our water use disclosures are presented in [Additional data section](#).

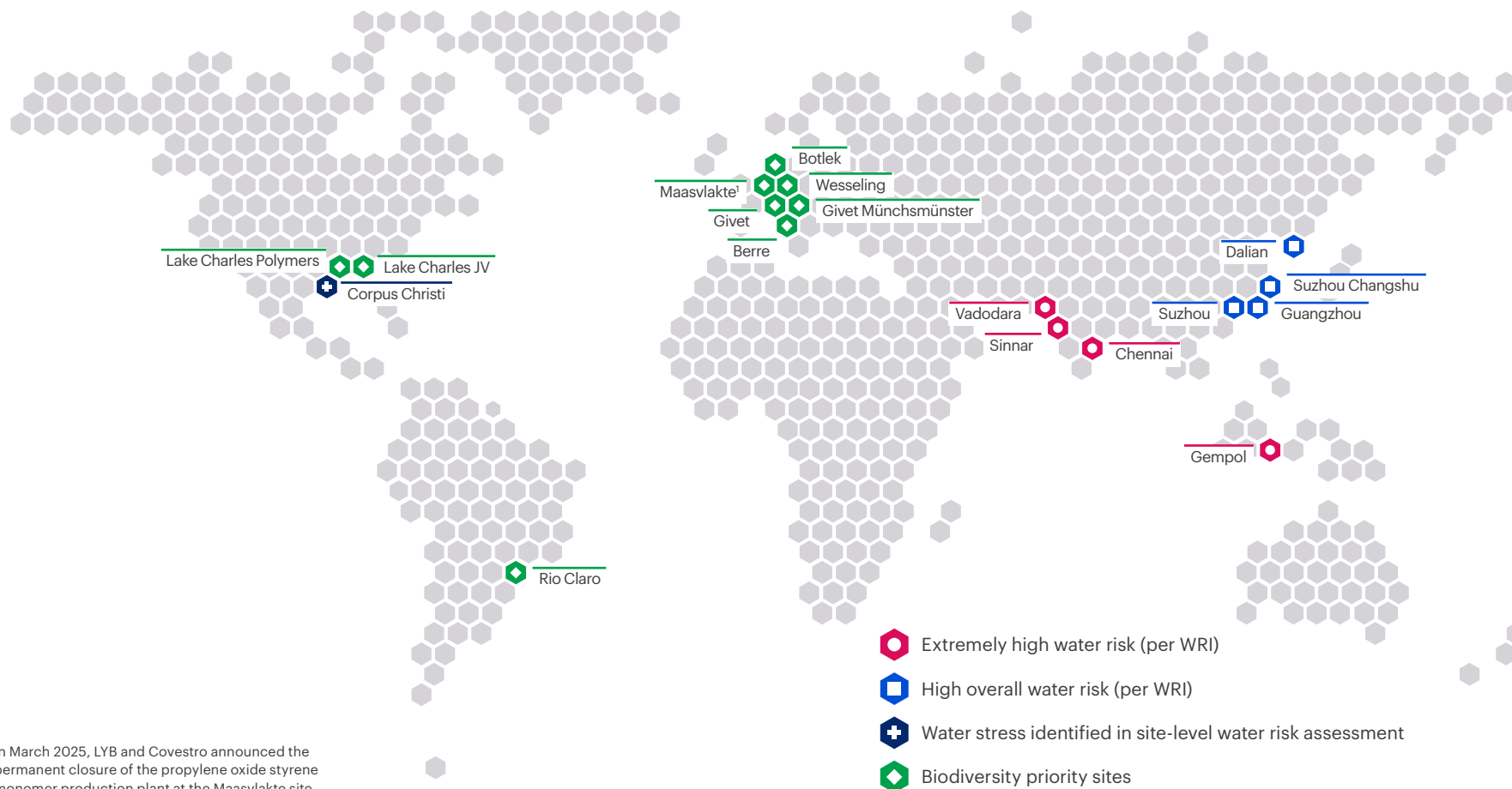
We track the number of cooling water cycles, representing the number of times water is recirculated in cooling water systems, at our large sites. We target a minimum of three cycles for these systems. In 2025, we achieved this target.

### Water withdrawals, in million cubic meters



### Water risk and key biodiversity areas

The map shows high and extremely high-water-risk sites identified in a baseline water risk assessment of our manufacturing sites conducted in 2024, using the World Resources Institute (WRI) Aqueduct™ Tool version 4.0, along with any site experiencing water stress as identified in a site-level water risk assessment. The WRI tool rates geographic locations on a scale from low to extremely high overall water risk based on watershed data related to water quantity stress, quality and regional factors. Also shown are priority sites based on the outcome of an initial biodiversity assessment completed in 2022, identifying sites near protected areas or key biodiversity areas.



1. In March 2025, LYB and Covestro announced the permanent closure of the propylene oxide styrene monomer production plant at the Maasvlakte site.

## Operational excellence

# Environmental management Waste

## Context

Our Health, Safety, Environment, and Security (HSES) Policy includes a commitment of continuously working to reduce waste generation and the consumption of raw materials.

We promote reuse and recycling opportunities where possible, which also help reduce material and disposal costs. Sites report yearly on waste minimization projects and share insights.

The majority of our industrial waste is in the form of dilute liquid from plant operations. We also produce non-hazardous solids like general refuse and construction debris.

## Our approach

Our waste management procedure includes requirements for proper containerizing, labeling, tracking, documentation, and training.

The waste transport and disposal companies that we work with must meet strict requirements. We have a process in place to evaluate and approve waste management vendors, and ensure that sites send waste to pre-approved facilities.

## Performance

Waste generation volumes are influenced by annual production rates, scheduled downtime, unit start-ups, and the implementation of reduction activities.

[For more detail on our waste-related data, see the Additional data section.](#)

Our waste generation has declined over the past several years, including an approximately 18% reduction in hazardous waste generation in 2025 compared to 2024.

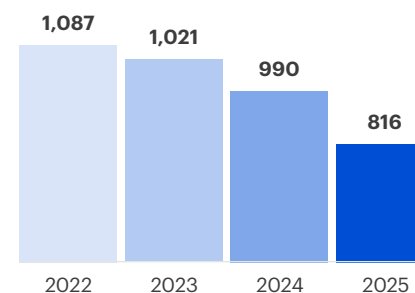
Our sites report primary waste streams sent for disposal, which improves global analysis and insight into our waste management plans. More than 90% of our disposed hazardous waste was classified as chemical waste<sup>1</sup>. This includes effluent sludges, waste from liquid treatment, spent solvents, and acid, alkaline, or surplus salts.

1. Based on an evaluation of our waste types completed in 2024.

As an example of effective reuse, one of our Texas sites produces a co-product stream that can be used as a fuel for heaters at a nearby LYB facility, avoiding disposal. In 2025, nearly 55,000 metric tons of this material was diverted from disposal and sent for beneficial re-use as fuel.

We also work to reduce volumes of soil and excavation waste sent to landfills. In 2025, our sites in Texas, U.S. recycled approximately 16,000 metric tons of soil and concrete through the state transportation agency's recycling program. The program redeploys materials in applications such as flexible road base, backfill, erosion protection materials, and cement manufacturing.

## Hazardous waste generation, in thousand metric tons



## Operational excellence

# Environmental management Preventing plastic pellet loss

### Goal



Zero loss of plastic pellets to the environment from our operations.<sup>1</sup>

## Context

**We are committed to responsible pellet management.**

We sell polymer products in the form of pellets, flakes, and powders. From production to transportation and delivery to customers, there is a potential for losses to occur. Responsible pellet management and proper clean-up of spills are a high priority for us.

LYB is a proud member of Operation Clean Sweep® (OCS), a global initiative aimed at reducing the loss of pellets, flakes, and powders into the environment. The initiative supports its members in their efforts to achieve zero pellet loss, and offers OCS EU certification for EU sites and OCS Blue certification for U.S. sites. These certification programs require the adoption of stringent management, measurement, and reporting requirements. Following a third-party audit to verify adherence to the OCS Framework, companies may achieve certification.

In 2025, the EU Preventing Plastic Pellet Loss Regulation was adopted, which will require companies to take steps to prevent pellet loss that closely align with OCS requirements. LYB supported efforts to inform regulators of OCS program requirements as part of the rulemaking process. Adoption of the regulation demonstrates that OCS is viewed as an internationally recommended management practice for preventing pellet loss.

## Our approach

**We train our employees, comprehensively assess the risk profiles of activities where pellet losses might occur, and implement measures to mitigate risk of pellet loss.**

We have embedded OCS management system requirements into our OEMS. Our employees that support polymer operations receive training to prevent pellet losses, and we conduct risk assessments associated with pellet handling, recycling, disposal and containment. We also develop enhancement projects to address identified risks.

### Raising the bar for Illinois

In 2025, our Morris, Illinois facility again performed exceptionally well in pellet loss prevention. The site has achieved our goal of zero pellet loss to the environment since pellet loss tracking began in 2020. Morris's robust OCS program includes a monthly review of improvement opportunities. An example of the facility's proactive efforts was the installation of upgraded level switches in rail car loading operations that will automatically cease loading to prevent overfill incidents.

1. For the purposes of our reporting, a loss is defined as an unplanned loss of polymeric solids from a site boundary in a quantity greater than 0.5 kilograms in a single incident.

We encourage other companies that handle polymers to become members of OCS and work with our customers to prevent pellet losses during transportation. We report polymer loss incidents, investigate the causes, and discuss pellet loss scenarios in production meetings so we can learn from them.

Over the years, LYB has been involved in the development of the OCS program as members of many industry task forces and committees. We also participate regularly in forums where we can share knowledge and learn from others, for example, through our participation in OCS panels at industry trade fairs.

## Performance

**We monitor and report pellet loss in accordance with American Chemistry Council (ACC) guidance.**

During 2025, 72 of our 75 sites in the OCS program achieved our goal of zero pellet loss<sup>1</sup> to the environment. There were three incidents of losses to the environment, totaling 10 kg of pellets. We cleaned up the losses and conducted investigations for all three incidents to determine the root causes and help prevent similar incidents in the future.

We began third-party verifications to achieve OCS certification in 2023 and reached a major milestone in 2025. At the end of 2025, 30 sites in the EU and seven sites in the U.S. had achieved OCS certification.

## Next steps

We are leading a working group with industry peers to support the development of a standardized methodology for estimating pellet loss from operations. In addition, we are preparing to comply with the new EU Preventing Plastic Pellet Loss Regulation, and will support the development of industry guidance related to the new regulation through our participation in the OCS EU network.



## Operational excellence

# Environmental management Biodiversity and ecosystem services

### Goal



Assess the potential for biodiversity impact at our priority sites.

### Context

Healthy ecosystems, with a rich variety of living things, provide society with essentials such as food, water, and raw materials.

Although biodiversity is not a material topic for us, we continue to assess and monitor potential biodiversity impacts.

Our manufacturing operations take place primarily in well-established chemical and manufacturing complexes. LYB facilities must comply with environmental regulations applicable to land use changes such as the EU Habitats Directive and the Birds Directive, and U.S. regulations related to wetlands and endangered species.

For the second year, we completed the CDP Forest questionnaire. We purchase certain raw materials that are derived from forest risk commodities (FRC).<sup>1</sup> These include palm oil-derived products, which we estimate represent well below 1% of our total procurement spend.<sup>2</sup> We do source other FRC products, such as timber products, primarily for use in primary and secondary packaging. Based on internal analysis, the volumes involved are immaterial to our overall business operations.

> [For more detail, see Materiality section.](#)

### Our approach

Managing emissions and preventing spills and releases can contribute to the protection of biodiversity and ecosystem services.

We continue to support the development of guidance and best practices for assessing biodiversity and ecosystem services impacts associated with industrial operations. As an active member of the WBCSD chemical sector “nature positive” group, LYB is contributing to the development of WBCSD’s Nature Positive Guidance for the Chemical Sector. The work on the guidance began in 2025 with anticipated completion in 2026. Participating in this group helps us stay informed, streamline approaches, and better apply the outcomes to our own assessments.

In 2022, we completed an enterprise-wide screening-level biodiversity assessment of our major manufacturing operations, large offices, and significant upstream and downstream value chain activities. From this assessment, we identified our focus areas: nine priority direct operations sites, our fossil fuel-based feedstocks, and our polymer products. As a result, we selected two sites in Europe to perform pilot biodiversity assessments.

Using experience from those ongoing assessments we are able to better support the WBCSD effort to develop a chemical sector guidance. We are continuing to assess the potential for biodiversity impact at our priority sites while seeking to incorporate evolving guidance into our assessment practices.

In 2025, we updated our enterprise-wide screening-level biodiversity assessment, by revalidating an important feature for key protected areas near our sites – the STAR<sup>3</sup> rating. The STAR rating assesses “the potential reduction in species global extinction risk that could be achieved through conservation action and restoration.”<sup>4</sup> The rating scale ranges from very low to very high, with very high representing higher species threat. All nine of our priority sites were confirmed to have low or very low STAR-T (threat abatement) and STAR-R rating (restoration) scores based on the 2025 screening. The screening reaffirms that these sites are located in areas with a relatively lower species threat.

One of our small manufacturing sites, not on our priority list, is in an established industrial area, but the nearby protected areas scored medium in the updated STAR ratings. In 2026, we will examine the details and implications of the STAR ratings for this site and determine whether to add the site to our priority site list.

A key learning from our work so far is that LYB can have positive impacts on biodiversity by managing our emissions. In 2025, we generated an emissions threshold screening tool to help identify our priority emissions at our priority sites from a biodiversity protection perspective. This enables us to prioritize the management and minimization of any such emissions to avoid negative impacts.

### Performance

Based on our biodiversity assessment work to date, we are not aware of documented negative impacts to protected areas from our emissions.

### Next steps

We are continuing to support the development of biodiversity impact-related metrics and evaluation tools through our participation in the WBCSD chemical sector working group, and plan to incorporate this guidance into our assessment process to deepen our understanding of potential biodiversity impacts. We also plan to refresh our enterprise-wide screening-level biodiversity assessment again in 2026.

1. Forest Risk Commodities, as that term is introduced and used in the CDP Forest Questionnaire (<https://www.cdp.net/en/disclose/question-bank/forests>).  
 2. Estimate subject to limitations of data tracked in our SAP system. The estimated volume includes additives derived from palm oil, and bio-circular feedstocks sourced from palm fatty acid distillates.  
 3. Species Threat Abatement and Restoration (STAR), [IUCN Red List of Threatened Species](#).  
 4. Reference: <https://www.iucnredlist.org/assessment/star>.

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# Building on strong foundations

## Good governance

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# Good governance

## Corporate governance

Good corporate governance benefits the people who work for us. It's good for business and it builds the trust and confidence in our organization we need to create long-term stakeholder value.

This is why we do business in an ethical and responsible way. It is an attitude reflected in our robust corporate governance policies, practices, and procedures, as well as how we regularly review and update those policies to meet new regulatory developments and evolving U.S. and Dutch governance best practices. Our governance documents and policies, including those listed below, can be found (i) on our investor website at [investors.lyondellbasell.com](https://investors.lyondellbasell.com) by clicking "Governance"; (ii) on our website at [www.LyondellBasell.com](https://www.LyondellBasell.com) by clicking "Governance," then "Policies"; or (iii) attached as an exhibit to our Form 10-K on the Securities and Exchange Commission's website at [www.sec.gov](https://www.sec.gov).

### Selected governance documents and policies

|                                      |  |
|--------------------------------------|--|
| Corporate Governance Guidelines      | Conflict Minerals Policy                     |
| Rules for the Board of Directors     | Human Rights Policy                          |
| Articles of Association              | Human Trafficking and Anti-Slavery Statement |
| Committee Charters                   | Supplier Code of Conduct                     |
| Code of Conduct                      | Health, Safety, Environment, Security Policy |
| Board Profile                        | Stakeholder Engagement Policy                |
| Financial Code of Ethics             | Anti-Corruption Policy                       |
| Tax Strategy Disclosure <sup>1</sup> | Prohibiting Insider Trading Policy           |

> For more information on our governance documents and policies, visit [lyb.com](https://www.lyb.com).

1. Please refer to page 114 for LYB global tax strategy. For tax strategy documents published in accordance with local country legal requirements, please see [www.lyb.com](https://www.lyb.com).

## Corporate governance continued

### Our Board of Directors

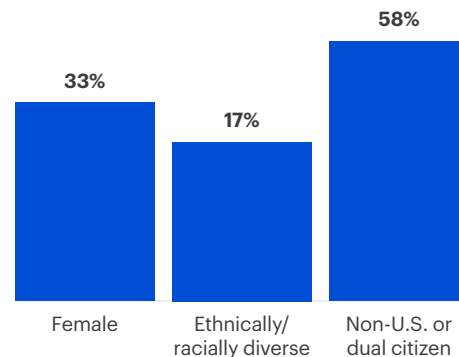
Effective board oversight is critical to sound corporate governance and responsible, sustainable growth. Our Board of Directors is comprised of 11 independent directors, plus our CEO, and is responsible for providing governance and oversight over the strategy, operations, and management of the company.

The Board, acting in the interests of LYB and taking into account the relevant interests of our stakeholders, supervises and advises our CEO and other executives as they manage the day-to-day affairs of the company and set the direction of the company's business. The Board and its committees regularly communicate with senior leadership, including our CEO and the executives leading business functions, relaying the information necessary for a full understanding of the company's affairs, including information regarding the company's strategy, risk management, cybersecurity, and sustainability matters.

Our goal is to have a Board that provides effective oversight of the company through the appropriate balance of experience, expertise, skills, competencies, specialized knowledge, and other qualifications and attributes. As outlined in our Corporate Governance Guidelines, our Board seeks representation across a range of attributes. This is evidenced by our current composition and the backgrounds and qualifications of our directors. In accordance with goals we set as required under Dutch law, we continue to have at least 33% of the seats on our Board held by men and at least 33% by women.

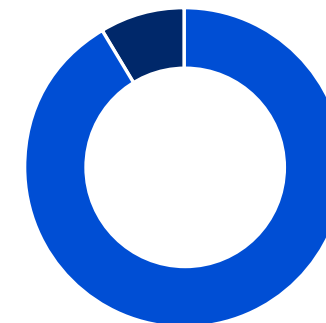
### Demographic summary

50% gender or ethnically/  
racially diverse nominees



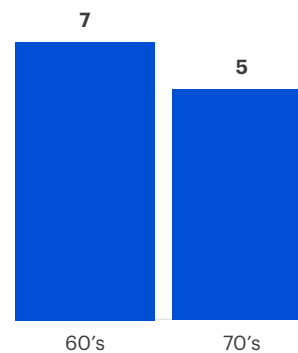
### Independence

11/12 independent directors



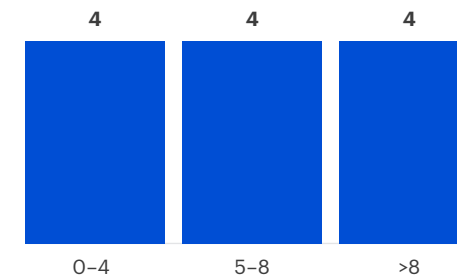
### Age

66.8 years average



### Tenure

7.6 years average



## Corporate governance continued

### Board oversight of sustainability

As part of its overall responsibility for governance and oversight of the company, the Board has empowered its five standing committees with oversight of the sustainability and general matters described below.

#### • Health, Safety, Environmental, and Sustainability (HSE&S) Committee:

- Oversees our health, safety, environmental, sustainability, and climate policies, risks, initiatives, ambitions, performance results, and reporting
- Receives reports on key HSE&S and climate topics and initiatives at each regularly scheduled committee meeting
- Regularly reviews updates to the company's ESG dashboard, which summarizes key metrics and activities

#### • Compensation and Talent Development (C&TD) Committee:

- Oversees our talent management practices, including compensation, succession planning, and talent development
- Monitors the company's compensation policies and practices to ensure they incentivize employees effectively
- For 2025, 30% of the total payout under the STI program (20% Safety and 10% Sustainability) reflects the Company's ongoing commitment to safety, accountability and timely delivery of our climate and circularity goals

#### • Nominating and Governance (Nom-Gov) Committee:

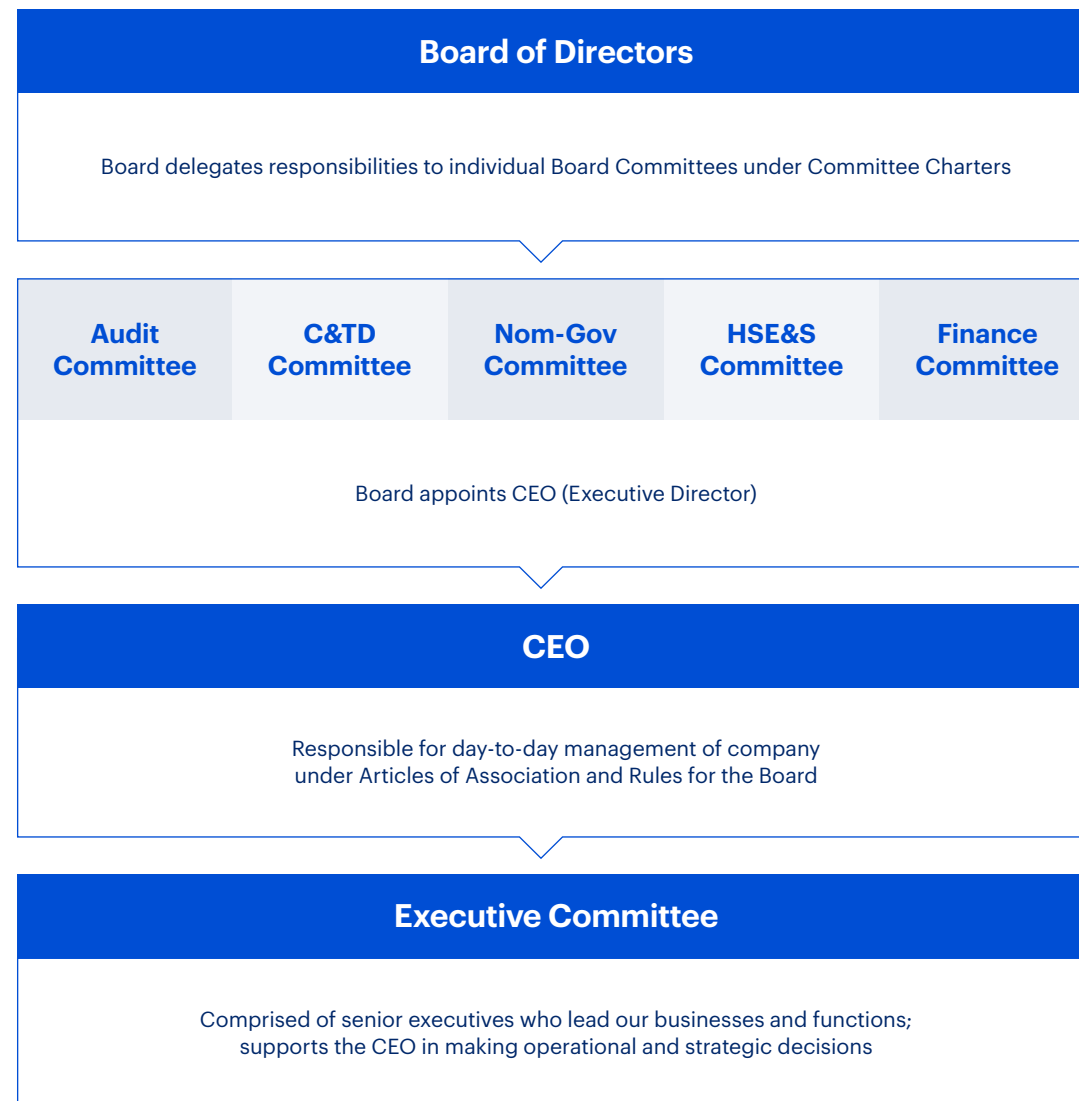
- Oversees the company's corporate governance practices and policies
- In 2025, approved amendments to the Corporate Governance Guidelines, Code of Conduct, and certain committee charters

#### • Audit Committee:

- Oversees all matters relating to our financial statements and reporting, our Internal Audit function and independent auditors, and our Compliance function
- Oversees the effectiveness, quality and integrity of the internal control framework and centralized processes related to our reporting on environmental, social, and governance topics, in conjunction with other committees of the Board

#### • Finance Committee:

- Oversees the company's capital structure and allocation and strategic transactions



## Corporate governance continued

### Management oversight of sustainability

At a management level, our CEO oversees our health, safety, environmental and sustainability initiatives, progress, and risks through regular reporting and discussion of key topics and initiatives among members of the Executive Committee. Sustainability matters impact, and are impacted by, all our operations, with each function playing a role in identifying relevant opportunities, managing associated risks, and contributing to our overall sustainability program. The Executive Committee includes our CEO, CFO and the heads of our four strategic business units, as well as:

- Our Executive Vice President, Sustainability and Corporate Affairs, with responsibility for sustainability strategy and reporting.
- Our Executive Vice President, CLCS, who is building and leading our CLCS business.
- Our Executive Vice President, Operational Excellence and HSE, who oversees our health, safety, environmental, and operational risks, including climate-related risk exposures.
- Our Executive Vice President, People and Culture, who is responsible for talent management, and organizational development.

- Our Executive Vice President, General Counsel and Procurement, who oversees our Enterprise Risk Management organization, our procurement program, including sustainable procurement and our compliance and legal functions.
- Our Executive Vice President and Chief Innovation Officer, who oversees innovation, information technology, cybersecurity, and data privacy.

Our Executive Committee regularly reviews strategies, policies, and risks related to sustainability, including climate topics. Supported by our Chief Sustainability Officer, this group collaborates with leaders across the organization, including the Carbon Value Creation and Capture Steering Committee, to bring together the necessary expertise and skills.

The Carbon Value Creation and Capture Steering Committee, including our Executive Vice President of Operational Excellence and HSE, aligns and executes plans to achieve our scope 1 and scope 2 GHG emission reduction goals. The Global Sustainability Team oversees progress on our scope 3 GHG emission targets, working closely with internal stakeholders, business segments, procurement, and supply chain.



## Good governance

# Ethics and integrity

### LYB upholds high ethical standards and complies with all applicable laws and regulations.

Our Compliance Department is governed by a written charter. Our Chief Compliance Officer (CCO) leads the department and has a direct reporting relationship to the LYB Audit Committee, the CEO, and the General Counsel. The CCO discusses the compliance program with the Audit Committee at four of the five annual meetings, including details on training, metrics, and risk assessments.

We conduct global anti-corruption, antitrust/competition law, and trade sanctions compliance risk assessments at least once every three years, with the most recent assessments concluded in 2024. Our Audit Committee also oversees periodic reviews of the Compliance function and its effectiveness, conducted by external professionals as well as the company's Internal Audit function. The most recent assessment of our Compliance function was conducted in 2022.

### LYB Code of Conduct

Our Code of Conduct<sup>1</sup> (the "Code") embodies our dedication to conducting business ethically and responsibly. Last revised in February 2025, it sets out our expectations on topics, including respecting fellow employees, anti-harassment, anti-discrimination, forced labor and child labor, anti-corruption, conflicts of interest, antitrust and competition law, insider trading, trade compliance and sanctions, misconduct, and political donations. All employees, officers, directors, and individuals doing business on behalf of LYB are expected to know and abide by the Code at all times.

### Code of Conduct training

In 2025, all employees received Code of Conduct training, with a 99% completion rate. About 5,700 contractors received training, with a 73% completion rate. The training includes guidance on how to use our reporting channels, including EthicsPoint, to raise concerns confidentially. LYB has established additional compliance policies, forms, and procedures related to anti-corruption, antitrust and competition law, and trade compliance and sanctions.

Available to all employees in multiple languages, we routinely review these policies and procedures, updating them as necessary. In addition to the annual Code of Conduct training, in 2025, approximately 33% of employees received and completed web-based, virtual, or in-person training on targeted ethics and compliance issues. These issues included anti-corruption, trade compliance, and antitrust.

In addition, in the fourth quarter of 2025, approximately 2,000 employees (based on location and position) had to certify compliance with the Code by completing the 2025 Annual Code of Conduct Certification. The certification includes questions about compliance with our:

- Conflicts of Interest Policy
- Trade compliance efforts
- Anti-corruption and anti-money laundering efforts
- Antitrust/Competition Law Policy

Approximately 99% of employees surveyed believed LYB has a strong culture of compliance and that our leadership demonstrates a strong commitment to the company's culture of compliance.

### Supplier Code of Conduct

The LYB Supplier Code of Conduct defines our expectations for companies providing us with goods and services. Our standard contracts and purchase order terms and conditions require suppliers to align with the Ten Principles of the United Nations Global Compact. When registering in the supplier portal, suppliers must acknowledge the LYB Supplier Code of Conduct. This sets forth our expectations for ethical, environmental, and social performance standards.

[Read more in the Sustainable Procurement section.](#)



1. Our Code of Conduct is available in 17 languages [here](#).

## Ethics and integrity continued

### Mechanisms for concerns

We encourage our employees to speak up if they have concerns about violations of company policies or the law by reporting the issue to their supervisor or manager, Human Resources Business Partner, or any member of the Legal or Compliance departments.

We offer an independent whistleblower telephone helpline and website, which is available 24 hours a day and in multiple languages to all employees and stakeholders, including suppliers. It is operated by EthicsPoint, a company providing third-party reporting for many global companies. As provided in both our Code of Conduct and our European Union Whistleblower Policy, we prohibit retaliation against people raising concerns and investigate any allegation that such retaliation has occurred.

We take seriously and fully investigate all potential Code violations. When an allegation of an employee Code violation is substantiated, the relevant management team reviews the investigation findings and determines disciplinary action consistent with the severity of the violation. Disciplinary action can include verbal or written warning, suspension with or without pay, demotion, or, for the most serious offenses or repeated misconduct, employment termination.

In 2025, we received a total of 213 reports through EthicsPoint, an approximately 9% increase over the prior year. Of the EthicsPoint reports received, about 70% were anonymous. Each report that alleges behavior that, if true, would constitute a violation of company policies or the law is fully investigated and documented. The written report includes a description of the investigation and its conclusions as well as remedial action if any is warranted, including but not limited to training, policy revisions, and appropriate disciplinary action. Of the allegations received in 2025 and closed as of February 5, 2026, 12% were substantiated, 12% were partially substantiated, 53% were unsubstantiated, 9% had no violation of company policy/law identified, 3% were not investigated due to insufficient information, 7% addressed a question and 4% were referred. 11% are still under investigation.

The company's Audit Committee receives a summary of reporting statistics at its quarterly meetings. Reports involving the CEO or his direct reports, the General Auditor, or the CCO must be reported immediately to the Audit Committee for review and appropriate action.

We are expected to report our concerns when we believe something improper or inappropriate has occurred, and to encourage the reporting of concerns, we prohibit retaliation against anyone for making internal or external reports in good faith.

### Concerns reported

| No. | Issue type                           |
|-----|--------------------------------------|
| 59  | Unfair Treatment or Favoritism       |
| 24  | Misconduct or Inappropriate Behavior |
| 19  | Working Hour/Time/Schedule           |
| 14  | Compensation or Benefits             |
| 13  | Inquiry                              |
| 13  | Retaliation                          |
| 12  | Harassment                           |
| 12  | Health and Safety                    |
| 9   | Discrimination                       |
| 7   | Wrongful Discipline or Termination   |
| 6   | Kickbacks                            |
| 5   | Conflicts of Interest                |
| 5   | Data Privacy                         |
| 3   | Accurate Books and Records           |
| 3   | Other Employment-Related Concerns    |
| 3   | Trade Controls                       |
| 2   | Violence or Threat                   |
| 1   | Computer, Email, Internet Use        |
| 1   | Fraud or Theft                       |
| 1   | Product Quality                      |
| 1   | Violations of Environmental Laws     |

The table shows concerns reported through EthicsPoint, an independent whistleblower telephone helpline, and website, which is available 24 hours a day and in multiple languages to all employees and stakeholders. We have not had any material violations reported on corruption or bribery, customer privacy data, money laundering or insider trading.

### Preventing conflicts of interest

We have a Related Party Transaction Approval Policy requiring Audit Committee approval of certain transactions between the company and related parties. In reviewing each transaction, the Audit Committee considers, among other factors, whether the terms of the transaction are fair to the company and whether the transaction would present an improper conflict of interest for any director or executive officer of the company.

During 2025, the Audit Committee reviewed and approved all transactions requiring approval under the Related Party Transaction Approval Policy.

We have a Conflicts of Interest Policy that governs the approval process for relationships of officers, directors, and employees, that might conflict or appear to conflict with the best interests of the company. In addition, we have adopted a Family and Personal Relationships in the Workplace Policy, which promotes a productive and collaborative environment, free from conflicts of interest as well as favoritism and unfair advantage.

LYB also has an established policy prohibiting insider trading by officers, directors and employees. The policy establishes permissible trading windows, and provides pre-clearance requirements for certain transactions and trading arrangements by insiders. We have also adopted cash management procedures that prohibit insider trading at LYB.

## Ethics and integrity continued

### Avoiding corruption

Our Anti-Corruption Policy makes clear our commitment to detecting and preventing corruption by our employees and those acting on our behalf.

#### Resources used to assess risks related to corruption

We have established procedures to promptly investigate and address any violation of our Anti-Corruption Policy. To assess risks related to corruption, we refer to the Foreign Corrupt Practices Act Resource Guide published by the U.S. Department of Justice and the Securities and Exchange Commission, and the UK Bribery Act Guidance. We also follow various guidance provided in U.S. Department of Justice settlement documents and Evaluation of Corporate Compliance Programs, published by the U.S. Department of Justice Criminal Division. We also refer to the Transparency International Corruption Perceptions Index and other guidance from jurisdictions where we operate. We may periodically conduct internal and external audits of the books and records of our subsidiaries and affiliates to ensure compliance with anti-corruption, anti-bribery, and commercial bribery laws.

LYB has an established Compliance due diligence policy for strategic transactions and certain third-party relationships, including international representatives, distributors, resellers/traders, and technology licensing projects. Corresponding due diligence or risk mitigation procedures are based on the type of service provided and risk footprint.

As part of our trade control processes, we also check whether persons, companies, or organizations appear on sanctions lists and whether there is business from or in embargoed countries.

#### Communications and training on anti-corruption

In addition to the annual Code of Conduct training all employees are required to complete, which addresses anti-corruption policies and procedures, the company also provides tailored anti-corruption training to approximately 5,300 employees each year, including all executive management, and selected additional employees depending on their relevant job functions. The training is available in 17 languages, and annual completion rates have historically been 100%, with 2025 being no exception.

Additionally, the Compliance Department delivers quarterly, web-based awareness videos to all employees on a variety of topics, including conflicts of interest, anti-corruption, and gifts and entertainment. For our joint ventures identified as higher risk, LYB works to maintain an ongoing dialogue regarding compliance with anti-corruption laws. We have also provided targeted informational training to joint venture employees on best practices for compliance, together with LYB policies and procedures.

### Averting anti-competitive behavior

We avoid any agreements with other companies that limit competition in the marketplace. The company's [Antitrust/Competition Law Policy](#) sets forth specific rules on antitrust/competition law compliance. This policy applies to all persons and entities acting for or on behalf of LYB, including but not limited to our employees. A set of guidelines outlines specific situations or types of conduct, such as relations with competitors, participation in trade associations, and joint venture participation.

The LYB Compliance Department conducted annual antitrust/competition law compliance training for approximately 1,400 employees, with a 100% completion rate. We select employees to complete the training according to their roles within the company and potential antitrust risks related to their relevant job functions. The training is available in 16 languages and covers key concepts such as the need to avoid the improper exchange of commercially sensitive information with competitors, and antitrust/competition law offenses, such as price fixing and market allocation.

The Compliance Department's standard annual live compliance training program for new and existing employees includes modules dedicated to antitrust/competition law compliance. Additionally, to address new developments and specific antitrust risks, we provide regular specialized live training sessions.

In 2025, LYB had no legal actions pending or completed regarding anticompetitive behavior, violations of antitrust, or monopoly legislation in which the company was identified as a participant.

In 2025, we reviewed and updated our policies and guidelines to address new and emerging risks.



## Good governance

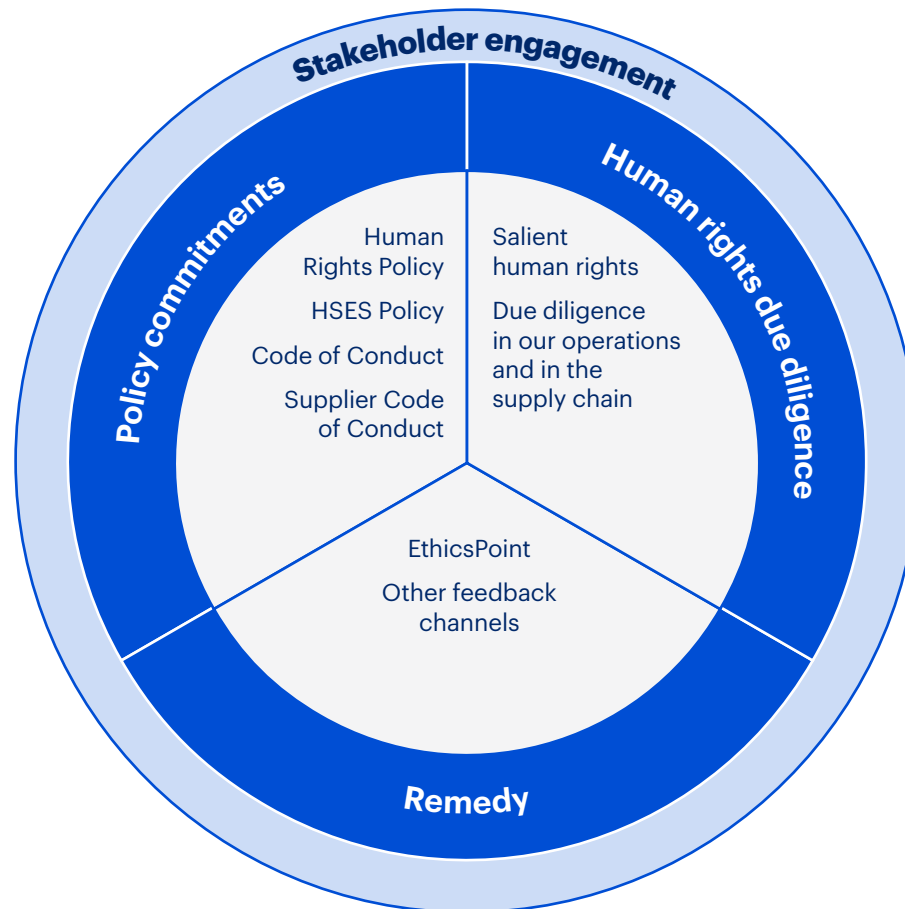
# Human rights

### Our approach

At LYB, we are committed to respecting human rights across our global operations. Guided by our Human Rights Policy, respect for human rights is fundamental to the way we conduct business and manage our operations.

We aim to identify, assess, and address human rights impacts and we continue to develop and implement a coordinated framework to manage human rights risks across our global operations and supply chain. Our approach is based on policy commitments, human rights due diligence, stakeholder engagement and access to remedy (see infographic).

In 2025, we formalized our social impact strategy, which includes our human rights considerations as outlined in the following sections.



### Policy commitments

Our Human Rights Policy is guided by common principles from the United Nations (UN) Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labour Organization Declaration on Fundamental Principles and Rights at Work. The policy establishes our minimum standards for fundamental aspects of human and labor rights including:

- Workforce health and safety;
- Prevention of discrimination, harassment, and retaliation;
- Workplace security;
- Working conditions and fair wages;
- Freedom of association;
- Freely chosen employment;
- Child labor protections.

Our commitment to respecting human rights is also reflected in our Code of Conduct, and our HSE&S Policy. We maintain a Conflict Minerals Policy outlining our approach to complying with applicable conflict minerals laws and regulations. We report on this topic annually in our conflict minerals report, filed with the U.S. Securities and Exchange Commission.

We work to prevent child labor, forced labor and human trafficking in our supply chains and throughout our business operations.

> [For more information see Sustainable procurement.](#)

We report on the measures we implement in our annual human trafficking and anti-slavery statements published in accordance with the UK's Modern Slavery Act of 2015, the California Transparency in Supply Chains Act of 2010, and the Canadian Fighting Against Forced Labor and Child Labor in Supply Chains Act of 2023. In line with the commitments and expectations set out in our Human Rights Policy, we aim to maintain zero incidents related to forced labor, child labor, or human trafficking each reporting year.

Additionally, all LYB employees are required to take part in annual training on the Code of Conduct, which incorporates elements of our Human Rights Policy.

> [For more information see Ethics and integrity.](#)

We expect our suppliers to uphold this same commitment to respecting human rights. Our Supplier Code of Conduct defines our expectations for suppliers and our standard contracts and purchase order terms and conditions require suppliers to align with the Ten Principles of the United Nations Global Compact.

> [For more information see Sustainable procurement.](#)

## Human rights continued

### Human rights due diligence



Our human rights due diligence approach is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs).

In 2025, we undertook an important step in implementing human rights due diligence: identifying our salient human rights issues. This process led to the prioritization of the most salient human rights risks across our operations and supply chains. Our iterative assessment was informed by international best practices and involved mapping our business footprint and assessing potential impacts based on severity and likelihood, leveraging ongoing stakeholder engagement. The assessment began with a review of all internationally recognized human rights, including forced and child labor, freedom of association and collective bargaining, equal remuneration, and discrimination. We focused on our workforce, supply chain workers, and communities located close to our operations or our suppliers' operations, with particular attention to vulnerable groups such as women and children. Through this approach, we identified the following salient human rights issues on the right:

### Addressing salient human rights issues

Our systems for monitoring and respecting health and safety-related human rights in our own workforce and in communities surrounding our operations are integrated into our [Operational excellence](#) management system. This system drives continuous improvement in safety, environmental responsibility, and reliability across all our activities. Our Sustainable Procurement program is our principal system for monitoring human rights risks in our supply chain.

> For more information on value chain-related issues, see [Sustainable procurement](#).

| Salient human rights issues   | Potentially affected rightsholders | Location in footprint <sup>1</sup>                                 |
|---|------------------------------------|--|
|  <b>Health and safety</b>          | LYB workforce                      | LYB operations   |
|   | Supply chain workers               | Upstream supply chain and downstream value chain                   |
|   | Community members                  | LYB operations<br>Upstream value chain and downstream supply chain |
|  <b>Environmental protection</b> | Community members                  | LYB operations<br>Upstream value chain and downstream supply chain |
|   | Supply chain workers               | Upstream value chain and downstream supply chain                   |

1. The downstream supply chain is limited to the distribution, transport and storage of products on behalf of LYB.

### Our commitment to continuous improvement

As part of our commitment to continuous improvement and to help ensure human rights are upheld across our global operations, we will continue to monitor and identify potential risks and impacts and refine our due diligence approach, including by periodically reviewing our salient human rights assessment. We also encourage our business partners to do the same across their operations.

We dedicate significant management efforts and resources to our salient issues. We are conducting a deeper analysis of our salient human rights issues to validate that our existing systems support effective management and that we have appropriate mechanisms in place to monitor them.

While these are our priority issues, we remain committed to respecting human rights throughout our global operations.

### Engagement on human rights topics

To help us understand and address human rights concerns, we undertake meaningful, two-way engagement with our stakeholders. We strive to incorporate the feedback into our related systems and processes. We also actively engage with groups such as the United Nations Global Compact and the World Business Council on Sustainable Development (WBCSD) to foster collaboration and drive continuous learning around business and human rights.

We strive to ensure our engagement encompasses a broad range of stakeholders, including vulnerable people, and we engage through different methods, including events, small group meetings, community engagements, surveys and social media interactions. During engagements, we seek stakeholder feedback and listen to stakeholder concerns, and suggestions.

For engagement with suppliers, our Sustainable Procurement team organizes one-on-one meetings to guide suppliers through their EcoVadis scorecards and identify priority areas for improvement, generating continuous progress across our supply chain, with labor and human rights topics, including salient issues, prioritized within these engagements.

> For additional information on our stakeholder engagement practices, see the [Stakeholder engagement section](#).

### Access to remedy

We prioritize access to remedy by ensuring that feedback mechanisms are available to both internal and external stakeholders. Our feedback mechanisms include our [EthicsPoint](#) website and hotline, which are accessible to employees, contractors, customers, suppliers, community members and any other LYB stakeholders. We also maintain site-specific community feedback mechanisms at select sites.

The EthicsPoint complaints process is clearly outlined on the [webpage](#) so complainants know what to expect. Employees are reminded of EthicsPoint annually through Code of Conduct training, while suppliers receive reminders via our bi-annual newsletter. In 2025, we did not receive any substantiated human rights concerns through our EthicsPoint mechanism.

## Good governance

# Stakeholder engagement

**Positive, collaborative relationships help to grow our business and foster trust. We engage daily with stakeholders – globally and locally – around various topics and issues.**

Systematic, meaningful two-way engagement helps us address stakeholder needs, manage interests and concerns, and identify trends and opportunities. It also allows us to obtain external input, promote innovation, increase transparency, reduce risk, allocate resources efficiently, and better serve our stakeholders.

During engagements, we actively seek stakeholder feedback and listen to concerns and suggestions. Our Stakeholder Engagement Policy, available on our website, outlines our values and guides our approach. We regularly review and assess our stakeholder engagement practices so that they remain current and effective.

| Stakeholder group                         | Type of engagement  |
|---|---|
| <b>Customers</b>                          | We use customer surveys for feedback, and our sales representatives and technical experts work closely with customers to address concerns and provide product information. Customers can visit our manufacturing sites to review operations and check compliance with international standards.  |
| <b>Employees</b>                          | We gather employee input through surveys, including the annual employee engagement survey, which is completed on an anonymous basis, employee networks, and via representatives from business units.<br><br>We communicate via intranet news updates, a weekly global newsletter, quarterly site newsletters, and social media updates. The Employee & Labor Relations group in the People and Culture department also listens to employee feedback. Employees can report concerns anonymously via EthicsPoint, our third-party ethics helpline.                          |
| <b>Government and regulators</b>          | We continuously communicate with government, legislative, and regulatory officials through issue-specific meetings, industry events, and visits to our sites. We respond to public consultations to provide input and share expertise on future legislation or regulation.  |
| <b>Industry associations</b>              | We regularly collaborate with industry and value chain partners through our membership in more than 100 industry associations worldwide – with most in the U.S. and Europe. Senior executives and more than 300 employees participate in industry association boards, committees, and working groups.   |
| <b>Investors and shareholders</b>         | Our Investor Relations team engages with shareholders through one-on-one meetings, calls, industry conferences, investor roadshows, and analyst meetings. Throughout the year, we discuss strategy and sustainability topics with investors and address their questions and concerns. Members of the Board of Directors, the Executive Committee and our Chief Sustainability Officer attend these meetings when requested. Management regularly updates the Board on shareholder conversations and feedback. We remain proactive in our engagement and outreach efforts. |
| <b>Communities and local stakeholders</b> | We regularly meet with community members around our sites to share information about our activities and listen to their needs and concerns. Community leaders, elected officials, and the public are also invited periodically to tour our sites. Additionally, some of our U.S. manufacturing sites actively participate in Community Advisory Panels. These groups represent a cross-section of the community, including local residents living in neighborhoods near our sites, industry peers, local academia and healthcare, and business and civic leaders.         |
| <b>Non-governmental organizations</b>     | We engage with non-governmental organizations (NGOs). These engagements take place through discussions with senior leaders, as well as through coalitions that bring together stakeholders on sustainability topics that we advance.  |
| <b>Suppliers</b>                          | We continuously engage with our contractors and suppliers to support our business objectives, GoalZERO, and our sustainability ambitions. Through our Sustainable Procurement program we engage with suppliers to drive supplier sustainability performance and help advance LYB's ambitions.   |

## Stakeholder engagement continued

### Industry associations

**We belong to more than 100 industry associations worldwide. They provide a forum for chemical and plastics companies to lend their voices to the issues impacting our industry.**

While we may not agree with every position taken by an association or its members, corporate memberships allow us to voice our support, concerns, perspectives, and positions on proposed legislation and regulations. We also take part in a variety of issue-specific advocacy coalitions and alliances that seek to advance policy proposals focused on key priorities for the chemical and plastics industries and our company.

We regularly review our memberships in coalitions, alliances, and trade associations to assess their business value and alignment with our policies and priorities. The Vice President of Government Relations has oversight of our memberships in trade associations. The following is a list of our most significant membership associations:

- American Chemistry Council (ACC)
- American Fuel & Petrochemical Manufacturers (AFPM)
- The European Chemistry Industry Council (Cefic)
- China Petroleum and Chemical Industry Association (CPCIA)
- European Petrochemical Association (EPCA)
- International Council of Chemical Associations (ICCA)
- Plastics Europe (PE)
- Plastics Industry Association (U.S.) (PLASTICS)

[▶ See our Climate Advocacy Report for more information on trade association alignment with our climate policy positions and the Partnership section of this report for more information on the alliances we are part of.](#)



## Good governance

# Materiality

We use a double materiality assessment process to determine our material impacts, risks, and opportunities. This approach allows us to evaluate how sustainability issues may affect our company performance and how our operations and products may impact the environment and society. This helps us to set targeted priorities and make better informed decisions that support long-term value creation.

We conducted a double materiality assessment (DMA) aligned to the EU Corporate Sustainability Reporting Directive (CSRD) in 2024. Our process was co-developed by our Sustainability, Finance, Legal, and Enterprise Risk Management (ERM) teams and included extensive engagement with subject matter experts across the company.

We evaluated risks and opportunities that could impact our financial performance (financial materiality), and how our operations could impact people and the environment (impact materiality) in the short, medium, and long term. Impact materiality was assessed through

severity – scale, scope, irremediability – and likelihood. For potential human rights impacts, severity took precedence over likelihood. Financial materiality was assessed through the potential magnitude of financial effects and likelihood of occurrence.

Through our 2024 DMA process, we determined our CSRD-aligned material topics to be climate change, circularity, pollution, our own workforce, consumers and end users and business conduct.<sup>1</sup>

We plan to update our DMA in 2026 to ensure our material topics remain up to date.

## Our double materiality assessment process

### 1. Understand the context

- Conducted a comprehensive landscape assessment covering LYB's value chain, external media review, industry trends, regulatory context and peer benchmarking.

### 2. Identify and evaluate impacts, risks and opportunities (IROs)

- Identified IROs, incorporating input from internal subject matter experts (SMEs).
- Conducted an impact materiality survey with SMEs, followed by a workshop to refine results.
- Conducted a financial materiality survey, followed by a validation workshop.

### 3. Determine material topics

- Reviewed the results of our IRO surveys and workshops with our Executive Committee to determine the list of material topics.

## Our 2024 material topics

Climate change

Circularity

Pollution

Own workforce

Consumers and end users

Business conduct

1. Sustainability topics beyond those identified as material under our CSRD-aligned double materiality assessment continue to be addressed in this voluntary report; this is not intended to indicate that such topics will be within the scope of future CSRD-compliant reporting.

## Good governance

# Public policy

**Active participation in the political process is essential to our long-term success. We advance our public policy agenda through direct lobbying, involvement in various industry associations, and the LYB Political Action Committee (LYB PAC).**

Transparency and accountability are embedded into our public policy, political spending, and lobbying activities. We maintain policies and procedures consistent with our Code of Conduct. These policies support continued compliance with applicable laws and regulations.

Our engagement, including public policy advocacy directly and through trade associations, is subject to oversight by LYB senior management and our CEO. In addition, the LYB PAC Board is responsible for the management of all PAC activities, including the approval of all PAC distributions.

### Political contributions

**LYB does not make direct political contributions to political parties or candidates using company resources – including monetary and in-kind services – even where permitted by law.**

In the U.S., political contributions are only made through the LYB PAC, which is funded voluntarily and managed by employees. Every financial contribution adheres to federal and state laws regarding contribution limits on amount and source, criteria, and reporting requirements. All political contributions are made without regard to the personal political affiliations or views of any individual LYB employee at any level across the organization.

### Our public policy and advocacy approach

**We direct our advocacy activities at advancing LYB business interests, fostering the protection and advancement of strong chemical and polymer industries and markets, and not the personal political preferences of our executives or employees. LYB PAC contributions are based upon advancing our business goals in a broad range of public policies.**

To promote effective public policies, legislation and regulations that support our business, we advocate with government officials at local, state, national, regional, and international levels. We do this both directly and in collaboration with industry groups, trade associations, and other partners in the value chain. In cases where unique advocacy approaches are needed, we may look to create new coalitions, partnering with like-minded stakeholders.

| LYB PAC political contributions |       |       |       |              |
|---------------------------------|-------|-------|-------|--------------|
| (\$ thousands)                  | 2022  | 2023  | 2024  | 2025         |
| Value of contributions          | 128.5 | 104.0 | 283.8 | <b>234.2</b> |

Dues paid to industry associations are not included. No in-kind political contributions were made. The company discloses its U.S. federal, state, and local lobbying activity and expenditures as required by law.

We take a strategic approach to advocacy, maximizing our effectiveness while optimizing our resources. We evaluate and prioritize issues, legislation, and regulations to focus on what is most impactful to LYB. Government Relations leads LYB advocacy, consulting with colleagues from across the business to ensure visibility and alignment.

### Advocating for a circular economy

**Building a profitable Circular and Low Carbon Solutions business is one of the three pillars of our company strategy. We can only achieve a circular economy with public policies in place that provide regulatory clarity, encourage infrastructure investment and drive demand for circular products.**

Currently, there are several interrelated challenges to developing a circular economy for plastics that can be addressed through effective public policies and regulations:

- **Waste collection and sorting infrastructure**

In many parts of the world, there is insufficient infrastructure for collecting and sorting used plastics. Policy vehicles like a future international legally binding instrument to address global plastics pollution, and EPR programs can be critical tools for incentivizing and funding the build out of this type of infrastructure.

- **Demand for recycled materials**

Recycled content can often be more expensive than virgin plastic or may be perceived as lower quality, potentially limiting demand. Policies like recycled content mandates can help incentivize converters and brands to purchase and use more recycled materials, which in turn can incentivize more investment in recycling technologies that can produce high-quality recycled materials at scale.

- **Regulatory complexity**

Overly onerous and overlapping regulations on mechanical and chemical recycling facilities can increase the cost of plastic recycling. Clarification and simplification of regulations by region will encourage investment in – and scaling of – recycling technologies. The goal of harmonizing recycling regulations should be to increase the circularity of plastics and to reduce the amount of plastic waste in the environment.

## Public policy continued

Our thought leadership in the plastics and circularity space has enhanced our ability to provide input on important policies in this area. In 2025, we advised EU regulators on demand-pull measures to increase circular plastic use in the automotive sector in the context of new circularity requirements for vehicle design and end-of-life vehicle management, as well as more broadly in the development of the proposed EU Circular Economy Act. We have also provided support to regulators on defining credible rules for the calculation of recycled content in chemical recycling, via a mass balance approach. In the U.S., we have provided constructive input to regulators in California and Colorado as they work on finalizing their state EPR regulations, helping to ensure that these programs can effectively address hard-to-recycle plastics.

### Advocating on climate policy

We are committed to disclosing our approach to climate advocacy including detailing our climate policy positions, setting out our approach to participating in trade associations, and publishing a review and evaluation of trade association alignment with our climate policy positions.

[> Our latest Climate Advocacy report details how we strengthened our review process and provides examples of our advocacy efforts. The report is refreshed every two years or as needed, and posted publicly.](#)

## UN Global Plastics Treaty – Our stance on the INC-5.2 outcome

**The UN Global Plastics Treaty represents a pivotal opportunity to address the global challenge of plastic pollution. We need an international legally binding global instrument that eliminates new plastic pollution while allowing plastics to continue serving as an essential enabler of everyday sustainable living.**

It is vital that LYB, our industry, and the entire plastics value chain continue to fully support an effective global plastics pollution treaty. While we were disappointed that no agreement was reached in Geneva in 2025, we left the talks with a renewed determination to make one happen.

We recognize that most international agreements require many years of negotiations – and ending plastic pollution is an extremely complex problem that cannot be solved quickly. Given the diverse economic and regulatory landscapes involved, one of the main challenges for this agreement is ensuring it is practical and fair for all countries and industries.

LYB believes it is critical that any agreement strikes a balance. It must account for the needs of different stakeholders – from manufacturers to recyclers, regulators to communities, and countries at different levels of infrastructure development. The agreement needs to focus on the core issue: stopping plastic waste from entering the environment by increasing the circularity of plastics. With that strong foundation in place, the agreement can then be expanded in future years through the Conference of Parties process.

LYB has actively contributed to industry advocacy efforts led by the International Chemical Council Association and the World Plastics Council. We also serve as industry spokespeople, sharing our views on the global plastics agreement and plastics policy while educating stakeholders on the recycling technologies and capacity we have brought to market.

LYB will continue working with governments, industry, and civil society to secure an agreement that is ambitious, balanced and workable.

## Good governance

# Tax

We recognize the economic importance of taxes to our communities and are committed to fulfilling our corporate tax obligations where we operate.

In doing so, we pay significant taxes, including income taxes, sales taxes, value-added taxes, excise taxes, payroll taxes, property taxes, and other taxes and duties, to local, state, and national governments around the globe. In parallel with our obligations to our communities, we have an obligation to our shareholders and other stakeholders to effectively manage our tax affairs to achieve the company's capital structure and investment objectives and deliver sustainable and profitable long-term growth.

To fulfill these obligations effectively, we have developed three tenets, representing the foundations of our tax strategy and governance framework.

- We are committed to complying with all applicable laws, rules, regulations, and reporting and disclosure requirements related to our business presence and transactions.
- We have a fiduciary obligation and commitment to our shareholders to structure our affairs in a tax-efficient manner to maximize shareholder value within the bounds of the law.
- We are committed to acting with transparency, integrity, and respect toward our stakeholders about tax matters.

> [More information on income taxes can be found in our 2025 Form 10-K, pages 107-114.](#)

## Tax strategy and governance framework

Our tax strategy and governance are ultimately the responsibility of both the CFO and the Senior Vice President of Tax, supported by their direct and indirect reports, and other senior personnel. Significant changes to the tax strategy, including significant tax matters and recommendations, are reviewed by the Board, or a committee thereof, as appropriate, as well as any notable tax matters that could materially impact our financial statements.

We structure our tax affairs to control costs and obtain tax efficiency in accordance with the law. When structuring our commercial transactions, we provide tax advice aligned with the commercial substance of the transaction, while maintaining tax efficiency.

Effective tax governance is critical to meeting our obligations and underpins the tenets described above. This includes maintaining a control framework of appropriate processes, procedures, and documentation. The framework applies to tax compliance and reporting, tax planning and advice, tax audits, and dispute resolution. It also prescribes that senior personnel with the appropriate skills and experience are involved in key tax decisions. We supplement our expertise by seeking advice from reputable external advisors to have reasonable certainty in tax positions we adopt and to appropriately assess tax risks and ensure our compliance with applicable laws, rules, regulations, and reporting and disclosure requirements.



Because tax laws are subject to interpretation, differences of opinion are inevitable. Our tax governance processes include the evaluation of differing interpretations, including subsequent changes in interpretations, and where appropriate, disclosures are made in the applicable reporting tool (i.e. tax return, financial statements, and other reporting requirements).

Our transfer pricing policy for cross-border intra-group transactions requires such transactions to be conducted and priced on an arm's-length basis, with appropriate and timely supporting documentation.

Further, we established a policy requiring intercompany financial transactions and corporate restructurings, including those that are tax planning-related, to obtain prior approval from the CFO, General Counsel, or their designees.

Our Code of Conduct embodies our dedication to conduct business ethically and responsibly, and to comply with applicable laws and regulations.

> [More information on our Code of Conduct can be found in the Ethics and integrity section.](#)

## Good governance

# Cybersecurity

**Sophisticated global cybersecurity threats and targeted computer crimes pose constant risks. They threaten the confidentiality, availability, and integrity of our data, operations, and infrastructure. We have implemented comprehensive practices to minimize these risks.**

Our cybersecurity program is based on the National Institute of Standards and Technology Cybersecurity (NIST) framework and is certified to the International Organization for Standardization (ISO) 27001 for information security management. This covers key areas of management, technical and physical controls, legal, compliance, and business continuity management. Our management uses a systematic approach to evaluating and determining risk tolerance and prioritizes the safeguarding of our digital assets.

Cybersecurity events are continuously monitored by global security operations centers staffed in the U.S., EU, and Asia Pacific with events and incidents being managed based on the MITRE ATT&CK<sup>1</sup> framework, a system for classifying and describing cyberattacks and intrusions.

Management provides guidance and is informed of cybersecurity events through a committee with cross-functional representation of executive leadership. The committee meets at least quarterly to determine policy, review active risks, assess the impact of emerging threats or regulatory changes, and monitor active incidents.

This committee also receives escalated alerts promptly after a confirmed cybersecurity event. The group will determine the severity of the incident, engage with crisis management as necessary, and disseminate appropriate information as necessary. If there are major cybersecurity breaches identified, the company has a documented process for responding. We do not believe that any cybersecurity threats have materially affected the company in the reporting year.

We maintain security policies that give users guidance on the acceptable use of information and communication technology, data classification, and usage of AI to continuously improve our information security systems. These policies help ensure the integrity and protection of data, mandate monitoring and timely response to information security threats, and establish clear individual responsibilities for information security across our entire workforce. They also define security requirements for third parties who interact with our systems, ensuring our extended ecosystem adheres to the same high standards. We conduct regular internal audits of our IT infrastructure and information security management systems to ensure compliance and continuous improvement.

Our cybersecurity program includes:

- Annual cybersecurity education for all company computer users on relevant policies and standards, and best practices at work and at home.
- Communication processes, including how to identify, respond, and report threats or potential vulnerabilities.
- Protective software installed and configured on company systems and mobile devices, updated and patched on a regular basis, to provide protection against malicious threats.
- An established program based on the MITRE ATT&CK framework for dealing with ransomware and other cybersecurity incidents.
- Regular technical risk assessments of our networks, applications, and manufacturing facilities, using a combination of trusted suppliers and a dedicated team.
- Daily penetration, discovery, and vulnerability assessments.
- Mobile threat protection mechanisms and policies.
- Business continuity plans that are well documented and tested regularly; disaster recovery plans that are also well documented and tested at least annually. Certain key financial apps are tested at least twice a year.
- Coverage for non-damage business interruption or liability for data breaches as a part of the company's combined insurance programs.

In 2025, we performed an external maturity assessment of our cybersecurity program, scoring above peer, sector and industry benchmarks. We continued to conduct ransomware simulation exercises and engaged outside consultants to perform external perimeter penetration testing.

To further advance cybersecurity awareness, we adopted behavior-based education that has resulted in high employee performance for identifying and reporting fraudulent email and voice fraud.

### Our generative AI approach

**Our strategy is to Generate Responsibly. To achieve this, we are actively providing education and awareness, encouraging the safe exploration of generative Artificial Intelligence (AI) tools and resources, consistent with company data protection policies and standards.**

In 2025, LYB approved an AI policy<sup>2</sup> that addresses emerging data concerns. As AI technologies evolve, we recognized the need for a framework to guide how we use them. This policy will help to ensure that our use of AI technologies is responsible, ethical, and aligned with our company's values. Taking a proactive approach will help us stay ahead of potential challenges and maximize AI's benefits.

1. For more information, visit: <https://attack.mitre.org>  
2. Subject to consultation with employee representation where required.

## Good governance

# Data privacy

**We maintain a privacy program based on a Data Privacy Policy, supported by corresponding standards and practices, enabling adherence to international personal data protection laws.**

The LYB Lead Counsel, Privacy and Cyber, and the Data Privacy Committee (“the Committee”), guide, monitor, and remain accountable for data privacy compliance efforts globally, including privacy of customer data. The Lead Counsel, Privacy and Cyber reports directly to the Chief Compliance Officer. The Committee provides centralized and cross-functional governance of data privacy standards. It also offers a framework to support the administration of the Data Privacy program.

Our privacy management tool helps us comply with global privacy laws and regulations. The centralized platform tracks data and automates privacy processes and assessments. We also use the tool to maintain our Record of Processing Activities (ROPA) and data inventory – enabling the tracking of personal data processed by the company.

To help us adapt and improve our global program, we closely monitor changing legal requirements and engage external resources and experts, as necessary. This active process helps us follow all data protection laws and regulations in the jurisdictions where we operate.

## Data privacy training

In 2025, the Data Privacy team conducted annual personal data privacy training for approximately 5,800 employees, with an over-99% completion rate. We select employees for the training according to their role within the company and any potential personal data privacy risks related to their job function.

The training is available in nine languages and covers key data privacy-related concepts. These include identifying and reporting personal data privacy incidents, relevant data protection, and privacy laws. It also includes regulations such as the EU General Data Protection Regulation, data subject rights, and an explanation of LYB’s personal data privacy approach.



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# Additional disclosures

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## Data and assurance

We aim to meet the informational needs of our stakeholders by providing clear, relevant and reliable sustainability performance data. Aligning to regulatory and voluntary reporting frameworks requires a robust ESG data gathering and controls process. In addition, external assurance helps us improve our reporting processes, data management, and accountability thereby enhancing our overall sustainability performance. We are committed to transparency and providing the appropriate assurance on our disclosed data aligned to the frameworks that we apply to our disclosures.



### To the Management of LyondellBasell Industries N.V.

We have reviewed the accompanying management assertion of LyondellBasell Industries N.V. (LyondellBasell) that the greenhouse gas (GHG) emissions and energy consumption and mix metrics, employee demographics metrics, and health and safety metrics (collectively, “the metrics”) as of or for the year ended December 31, 2025 in management’s assertion are presented in accordance with the assessment criteria set forth in management’s assertion. LyondellBasell’s management is responsible for its assertion and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the metrics. Our responsibility is to express a conclusion on management’s assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management’s assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management’s assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such

an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The firm applies the Statements on Quality Management Standards established by the AICPA.

The procedures we performed were based on our professional judgment. In performing our review, we performed inquiries, performed tests of mathematical accuracy of computations on a sample basis, read relevant policies to understand terms related to relevant information about the metrics, reviewed supporting documentation in regard to the completeness and accuracy of the data in the metrics on a sample basis, and performed analytical procedures.

Greenhouse gas (GHG) emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

The preparation of the energy consumption and mix, pay gap, and health and safety metrics requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

As discussed in management’s assertion, in calculating certain health and safety metrics, LyondellBasell has estimated hours worked for certain locations for which no primary data is available.

Based on our review, we are not aware of any material modifications that should be made to LyondellBasell’s management assertion in order for it to be fairly stated.

*PricewaterhouseCoopers LLP*

Houston, Texas  
April 13, 2026

## Management assertion

### Overview

The management of LyondellBasell Industries N.V. (LyondellBasell) is responsible for the completeness, accuracy, and validity of the greenhouse gas emissions and energy consumption and mix metrics, employee demographics metrics, and health and safety metrics (collectively, “the metrics”) presented in the tables below for the year ended or as of December 31, 2025 (reporting period). Management asserts that the metrics are presented in accordance with the assessment criteria set forth below. Management is responsible for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the metrics.

### Greenhouse Gas (GHG) emissions and energy consumption and mix

#### Organizational boundary

LyondellBasell accounts and reports the GHG emissions and energy consumption and mix metrics under the operational control approach, as defined in the Protocol (defined below), which includes operations or joint ventures over which we, or one of our subsidiaries, have operational control. Data related to acquisitions during the reporting period are included for the period in which LyondellBasell had operational control for Scope 1 and 2 GHG emissions and energy consumption and mix and no later than the year following the year in which LyondellBasell had operational control for Scope 3 GHG emissions. Acquisitions made within the reporting period may use actual or estimated data depending upon the timing and ability to obtain actual data. Adjustments are made, if necessary, in the reporting period following the acquisition based upon actual data. Data related to divestitures during the reporting period is included for the period in which LyondellBasell had operational control.

LyondellBasell’s reported scope 1 and 2 GHG emissions and energy consumption and mix metrics include our manufacturing sites (also referred to as plants), pipelines, offices, and research/technical centers (collectively referred to as “sites”).

LyondellBasell’s reported scope 3 GHG emissions include emissions from goods purchased or acquired globally (category 1: purchased goods and services), the sale of our products globally (category 11: use of sold products and category 12: end-of-life treatment of sold products), and our investments (category 15: investments).

## Management assertion continued

## GHG emissions and energy consumption and mix metrics

Metric value reported  
for the year ended  
December 31, 2025  
(in millions, unless a percentage)

| Metric and unit of measurement   | Definition  |      |
|--|---|------|
| <b>Scope 1 GHG emissions</b>   |   |      |
| Gross scope 1 GHG emissions (metric tons of carbon dioxide equivalents - tCO <sub>2</sub> e)         | Includes direct GHG emissions from (1) the generation of electricity and steam resulting from the combustion of fossil and non-fossil fuels in stationary sources, (2) process-related GHG emissions from venting and flaring activities and other process-related GHG emissions, (3) emissions associated with combustion of fuel in mobile vehicles and equipment, and (4) fugitive emissions (including methane). <sup>1,2,3,4</sup> | 12.9 |
| Scope 1 GHG emissions in the EU Emissions Trading System (EU ETS) (%)                                | Scope 1 GHG emissions (tCO <sub>2</sub> e) from emission sources subject to the EU ETS as a percentage of Gross scope 1 GHG emissions (defined above). <sup>4</sup>   | 16%  |
| <b>Scope 2 GHG emissions</b>   |   |      |
| Gross location-based scope 2 GHG emissions (tCO <sub>2</sub> e)                                      | Includes indirect GHG emissions from the generation of purchased or acquired electricity and steam (location-based). <sup>1,2,3,5</sup>   | 6.0  |
| Gross market-based scope 2 GHG emissions (tCO <sub>2</sub> e)  | Includes indirect GHG emissions from the generation of purchased or acquired electricity and steam (market-based). <sup>1,2,3,5</sup>   | 6.0  |
| <b>Significant scope 3 GHG emissions</b>   |   |      |
| Total gross indirect scope 3 GHG emissions (tCO <sub>2</sub> e)                                      | Sum of total category 1, 11, 12, and 15 emissions (defined below).  | 70.7 |
| Category 1: Purchased goods and services (tCO <sub>2</sub> e)  | Includes indirect GHG emissions from the extraction, production and transportation of goods purchased or acquired. <sup>1,2,3,8</sup>   | 29.1 |
| Category 11: Use of sold products (tCO <sub>2</sub> e)   | Includes indirect GHG emissions from the direct use of sold products. <sup>1,2,3,9</sup>  | 18.6 |
| Category 12: End-of-life treatment of sold products (tCO <sub>2</sub> e)                             | Includes indirect GHG emissions from the waste disposal and end-of-life treatment of sold products. <sup>1,2,3,10</sup>   | 19.7 |
| Category 15: Investments (tCO <sub>2</sub> e)  | Includes indirect GHG emissions from equity investments. <sup>1,2,3,11</sup>  | 3.3  |
| <b>Energy consumption and mix</b>  |   |      |
| Fuel consumption from coal and coal products (megawatt-hour - MWh)                                   | Fuel consumption from coal and coal products contributing to scope 1 GHG emissions (defined above). <sup>6</sup>  | 0.3  |
| Fuel consumption from crude oil and petroleum products (MWh)   | Fuel consumption from crude oil and petroleum products contributing to scope 1 GHG emissions (defined above). <sup>6</sup>  | 28.1 |
| Fuel consumption from natural gas (MWh)  | Fuel consumption from natural gas contributing to scope 1 GHG emissions (defined above). <sup>6</sup>   | 25.4 |
| Fuel consumption from other fossil sources (MWh)   | Fuel consumption from other fossil sources contributing to scope 1 GHG emissions (defined above), not including coal and coal products, crude oil and petroleum products, and natural gas. <sup>6</sup>   | 0.0  |
| Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh) | Consumption of purchased or acquired electricity and steam from fossil sources contributing to scope 2 GHG emissions (defined above). <sup>6</sup>  | 23.4 |
| Total fossil energy consumption (MWh)  | Sum of fuel consumption from coal and coal products, crude oil and petroleum products, natural gas, and other fossil sources, and consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (defined above) contributing to scope 1 and 2 GHG emissions (defined above).   | 77.2 |
| Share of fossil sources in total energy consumption (%)  | Total fossil energy consumption (defined above) as a percentage of total energy consumption (defined below).  | 83%  |
| Consumption from nuclear sources (MWh)   | Consumption from nuclear sources contributing to scope 2 GHG emissions (defined above). <sup>6</sup>  | 0.8  |
| Share of consumption from nuclear sources in total energy consumption (%)                            | Consumption from nuclear sources (defined above) as a percentage of total energy consumption (defined below).   | 1%   |

## Management assertion continued

## GHG emissions and energy consumption and mix metrics

| Metric and unit of measurement   | Definition   | Metric value reported for the year ended December 31, 2025 (in millions, unless a percentage) |
|--|--|---|
| <b>Energy consumption and mix</b> continued  |  |   |
| Fuel consumption from other non-renewable sources (MWh)  | Fuel consumption from non-renewable hydrogen used in stationary equipment and machinery at LyondellBasell sites. <sup>6</sup>  | 14.5  |
| Share of fuel consumption from other non-renewable sources in total energy consumption (%)   | Fuel consumption from non-renewable hydrogen (defined above) as a percentage of total energy consumption (defined below).  | 16%   |
| Consumption of energy from renewable sources (MWh)   | Consumption of renewable energy from Energy Attribute Certificates (EACs) procured from Virtual Power Purchase Agreements (VPPA) in the United States and one subsidy program with the Italian government, contributing to scope 2 GHG emissions (defined above). <sup>6</sup> | 0.6   |
| Share of consumption of energy from renewable sources in total energy consumption (%)  | Consumption of energy from renewable sources (defined above) as a percentage of total energy consumption (defined below).  | 1%  |
| Total energy consumption (MWh)   | Sum of total fossil energy consumption, consumption from nuclear sources, fuel consumption from other non-renewable sources, and consumption of energy from renewable sources (defined above).   | 93.1  |
| <b>Energy intensity</b>  |  |   |
| Total energy consumption from activities in high climate impact sectors per revenue from activities in high climate impact sectors (MWh/USD) | Total energy consumption (defined above) as a percentage of sales and other operating revenues in millions (MWh/USD). <sup>7</sup>   | 0.003   |

## GHG emissions and energy consumption and mix metric disclosures

- LyondellBasell considers the principles and guidance of *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)*, *GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard*, and *Corporate Value Chain (Scope 3) Accounting and Reporting Standard: Supplement to the GHG Protocol Corporate Accounting and Reporting Standard* (collectively referred to as the "Protocol") developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) to collect, calculate and report GHG emissions. The Protocol is the basis for LyondellBasell's GHG definitions, calculation methodologies and calculation results included in this section of the management assertion, unless explicitly stated otherwise.
- GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy consumption data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.
- Scope 1, 2, and 3 GHG emissions are inclusive of carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrochlorofluorocarbons (HCFCs), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF<sub>6</sub>). Nitrogen trifluoride (NF<sub>3</sub>) is not emitted at LyondellBasell's sites or as a result of LyondellBasell's activities. Emissions data by individual gas is not disclosed as a majority relates to CO<sub>2</sub>. The CO<sub>2</sub> equivalent (CO<sub>2</sub>e) emissions utilize Global Warming Potentials (GWPs) defined by the Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report (AR6 – 100 year). Where an applied emission factor reflects an earlier IPCC publication, the corresponding GWPs from that report are applied. CO<sub>2</sub>e emissions are calculated by multiplying activity data (e.g., energy, fuel usage, refrigerant gas loss, feedstocks purchased volumes, products sold volumes) by the relevant emission factor and/or GWP. An extrapolation was used in calculating scope 3, category 1 GHG emissions where emission factors were not available for certain raw materials. All emission factors are updated annually where applicable.

- Scope 1 GHG emissions:
  - Emissions resulting from the combustion of fossil and non-fossil fuels used in stationary equipment and machinery at LyondellBasell sites. These fuels include coal and coal products (coal, coke, lignite), crude oil and petroleum products (refinery gas, light fuel oil/diesel, heavy fuel oil/diesel, butene, pitch, and the site-generated fuels of fuel gas/tail gas (a blend of process gases used as fuel onsite), fuel A xTBE (manufacturing of tertiary butyl ethers), fuel A POTBA (propylene oxide/tertiary butyl alcohol), and fuel B), natural gas, and other non-renewable fuel sources (hydrogen).
    - Fuel usage data was collected from monthly utility invoices, readings from on-site third-party managed meters, or readings from on-site LyondellBasell managed meters.
    - Emission factors:
      - Natural gas, refinery gas, light fuel oil/diesel, heavy fuel oil/diesel, coal, coke, lignite, butene, and pitch: American Petroleum Institute. (published 2021, November). 4–3 CO<sub>2</sub> Combustion Emission Factors (Fuel Basis) for Common Industry Fuel Types [Table], 4–6 CH<sub>4</sub> and N<sub>2</sub>O Combustion Emission Factors (Fuel Basis) for Common Industry Fuel Types [Table], 4–8 CH<sub>4</sub> and N<sub>2</sub>O Combustion Emission Factors from EPA Mandatory GHG Reporting Rule [Table], *Compendium of Greenhouse Gas Emissions Methodologies for the Natural Gas and Oil Industry*.
      - Hydrogen: Adler, D. & Lifson, M. (2024, March). *Hydrogen Co-Firing and the EPA's Greenhouse Gas Limits for Power Plants*. Institute for Policy Integrity, New York University School of Law.
      - Site-generated fuels:
        - Fuel gas/tail gas – Calculated value derived from a weighted average energy content and emission factor for the fuel gas.
        - Fuel A xTBE – Calculated value from site heating value and emissions for fuel A (gaseous waste) stream specific to xTBE technology.
        - Fuel A POTBA – Calculated value from site heating value and emissions for fuel A (gaseous waste) stream specific to the POTBA technology.
        - Fuel B – Calculated value from site heating value and emissions for fuel B (liquid waste) stream.

## Management assertion continued

- EU ETS.
    - Site-specific (measured) emission factors calculated from carbon content analysis of each fuel (laboratory testing) and net calorific value measurement. Mass-balance methodology is applied, where emissions are calculated using the formula Carbon In – Carbon Out based on the carbon content of the raw materials, the final product, and the chemical process.
  - Emissions resulting from venting and flaring activities as well as other process-related GHG emissions which include, but are not limited to, emissions from wastewater treatment (WWT) activities and peroxide decomposition byproducts.
    - Venting and flaring as well as other process-related activity is reported annually on a site-by-site basis via direct measurement. The resulting emissions are converted to CO<sub>2</sub>e on a site-by-site basis using GWPs from the IPCC's Sixth Assessment Report.
  - Emissions resulting from fugitive emissions at LyondellBasell's sites:
    - Fugitive emissions related to volatile organic compounds (VOCs), including methane, are measured per environmental requirements in CFR Title 40 Chapter I Subchapter C and converted to CO<sub>2</sub>e using GWPs from the IPCC's Sixth Assessment Report.
    - HCFCs and HFCs are related to replenishment of refrigerants. Refrigerant gases (including refrigerants other than HCFCs and HFCs) are calculated on a loss replenishment basis using site-specific refrigerant management records. The GWP of the individual refrigerant from the IPCC's Sixth Assessment Report is used to convert the losses into CO<sub>2</sub>e.
  - Emissions resulting from mobile equipment and motor vehicles activities at LyondellBasell's sites:
    - Emissions related to the operation of mobile equipment and motor vehicles are calculated using fuel purchase data captured in the LyondellBasell Enterprise Resource Planning (ERP) system. The emissions are calculated by fuel source (motor fuel, diesel) using GWPs from the IPCC's Sixth Assessment Report.
    - Emission factors: American Petroleum Institute. (published 2021, November). 4–3 CO<sub>2</sub> Combustion Emission Factors (Fuel Basis) for Common Industry Fuel Types [Table], 4–6 CH<sub>4</sub> and N<sub>2</sub>O Combustion Emission Factors (Fuel Basis) for Common Industry Fuel Types [Table], 4–8 CH<sub>4</sub> and N<sub>2</sub>O Combustion Emission Factors from EPA Mandatory GHG Reporting Rule [Table], *Compendium of Greenhouse Gas Emissions Methodologies for the Natural Gas and Oil Industry*.
  - Direct emissions associated with the sale of energy generated from our own operations to another company are not deducted/netted from scope 1 GHG emissions, in accordance with the recommendations of the Protocol.
5. Scope 2 GHG emissions:
- Emissions resulting from the purchase or acquisition of energy in the form of electricity or steam used at LyondellBasell sites. The purchased electricity and steam were generated from fossil, nuclear or renewable sources. Consumption data was collected from monthly utility invoices for electricity and steam usage.
  - Emission factors for steam (location-based and market-based):
    - Most recent factor provided by the third-party steam supplier.
  - Emission factors for electricity (location-based):
    - U.S. sites: U.S. Energy Information Administration. (published 2025, November 10). 6. Carbon intensity of the energy supply by state [Table], *Energy-Related CO<sub>2</sub> Emission Data Tables*.
    - European sites: European Environment Agency. (published 2025, June 27). *Greenhouse gas emission intensity of electricity generation in Europe*.
    - Other sites not within the U.S. and Europe: International Energy Agency. (published 2025, September). *Emissions Factors 2025*.
  - Emission factors for electricity (market-based):
    - LyondellBasell used EACs procured through VPPAs in the U.S. and one subsidy program with the Italian government during 2025 to contractually procure renewable energy in relation to our manufacturing sites in North America and Europe. Any remaining electricity not associated with a contracted for and retired EAC was converted to emissions using the emission factor hierarchy described below. EACs are retired by June 30, 2026 for 2025 use.
    - After application of EACs, emission factors were applied based on the Protocol hierarchy and availability of data, including the factors below listed from highest to lowest precision:
      1. Utility-specific market-based emission factors provided by the utility suppliers.
        - a. Where provided, LyondellBasell applied the electricity emission factor provided by the third-party electricity supplier for 2025. If the 2025 edition of the emission factor was not provided, the most recent electricity emission factor provided by the third-party electricity supplier was applied.
      2. Other grid-average emission factors – same as location-based.
        - a. In locations where an electricity emission factor was not provided by a third-party electricity supplier, a grid-average factor (defined above in emission factors for electricity (location-based)) was applied.
6. Energy consumption and mix
- The preparation of the energy consumption and mix metrics requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.
  - Activity data for energy consumption and identification of energy source type (based on providers) is the same as described in Notes 4 and 5.
  - Energy consumption is recognized as renewable when the renewable attributes procured from VPPAs in the U.S. and one subsidy program with the Italian government have been specifically assigned to LYB and retired for the reporting year, as described in Note 5.
7. Energy intensity:
- Total energy consumption (defined above in the "Total energy consumption" metric) and sales and other operating revenues is used in the energy intensity calculation as more than 98% of LyondellBasell revenue is from activities in high climate impact sectors as defined by Commission Delegated Regulation (EU) 2023/2772.
  - In February 2025, we ceased business operations at our Houston refinery. Accordingly, our refining business, is reported as a discontinued operation. For the purposes of determining our energy intensity per revenue, the related operating results of our refining business are reported as discontinued operations beginning with fiscal year 2025. Our energy intensity per revenue calculations reflect the impact applicable operations included in continuing and discontinuing operations. Please refer to our 2025 Form 10-K for details.
8. Scope 3 GHG emissions – Category 1: Purchased goods and services:
- Emissions resulting from the extraction, production and transportation of feedstocks and other raw materials, purchased or acquired, for use in our manufacturing processes and non-production activities (including, but not limited to, crude oil, naphtha, natural gas, ethane, butane, isobutane, propylene, or ethylene).
  - Emissions were calculated using the hybrid method from *The Greenhouse Gas Protocol Technical Guidance for Calculating Scope 3 Emissions*.
  - Feedstock and raw material volumes purchased or acquired were collected from purchase orders recorded in the LyondellBasell ERP system.
  - Emission factors applied to feedstocks and raw materials were based on the region where the feedstock or raw material was purchased or acquired and the relevant mode of production of the feedstock or raw material. If a region-specific emission factor was not available, the closest equivalent was used (e.g., global emission factor instead of a country-specific emission factor). Emission factors were either:
    - Provided by the third-party supplier, or
    - Obtained from secondary Life Cycle Assessment (LCA) databases, including Ecoinvent, version 3.11, or where an emission factor was not available for a feedstock or raw material in Ecoinvent, emission factors from Gabi, version 2025, were applied, or
    - Internal LyondellBasell study
  - Where emission factors for a raw material were not provided by a third-party supplier or not available in GaBi or Ecoinvent, emissions were estimated using calculated emission intensity factors per volume of raw materials and feedstock. The ratio was calculated by taking the volume of raw materials without an emission factor over the total volume of feedstocks and raw materials. Total calculated category 1 GHG emissions for feedstocks and raw materials with an emission factor were divided by the percentage of the whole not attributable to the ratio mentioned above to obtain the category 1 GHG emissions for raw materials without an emission factor. The extrapolation was only used for raw materials, as all feedstocks had emission factors provided by a third-party supplier or available in GaBi or Ecoinvent. Emission factors were not available for raw materials which represent approximately 6% of our total volume of feedstocks and raw materials purchased or acquired.
  - Excluded scope 3 GHG emissions – category 1: Purchased goods and services: LyondellBasell excluded the following sources of GHG emissions:
    - Services
    - Packaging of products
    - Tolling activities
    - Purchases not recorded in the LyondellBasell ERP system
    - Feedstock and raw material volumes that are not used in the production process in our manufacturing assets but that are purchased for trading purposes
    - Resale of purchased materials not used in operations
    - Non-production-related goods
9. Scope 3 GHG emissions – Category 11: Use of sold products:
- Emissions resulting from the direct use of sold products, inclusive of refined products manufactured in our refinery located in Houston, Texas, USA, oxyfuels produced in our Intermediates & Derivatives manufacturing sites, and heavier C4+ olefins manufactured from steam cracking operations in our sites in North America and Europe. Emissions from the indirect use of sold products are not relevant to LyondellBasell's activities.
  - Emissions were calculated using the direct use-phase emissions for fuels and feedstocks method from *The Greenhouse Gas Protocol Technical Guidance for Calculating Scope 3 Emissions*.
  - Product volumes sold were collected from sales orders recorded in the LyondellBasell ERP system.
  - Several products from our olefin plants are both used as intermediates to chemical products and as precursors or additives to fuels. Statistics provided by the U.S. Energy Information Administration (2023, August 22) *Oil and petroleum products explained: Use of oil* were referenced to determine an average use of petroleum products by major end-use sectors, with 72.5% of petroleum used for fuel and other combustion-related activities (category 11), and 27.5% used for further chemical and industrial processing (category 12). For "pygas" and "pyrolysis gasoline", 30% is allocated to category 11 and 70% allocated to category 12. For aromatics-rich byproducts from steam cracking operations, the volume split between scope 3 category 11 and category 12 was based on the composition of the BTX (benzene, toluene, xylene) fraction, with 30% of aromatics-rich byproducts from steam cracking operations used as for fuel and other combustion-related activities (category 11), and 70% used for further chemical and industrial processing (category 12).
  - Fuel emission factors were sourced from the United Kingdom Department for Energy Security and Net Zero. (published 2025, June 10). Conversion factors 2025: full set (for advanced users) [excel file]. *UK Government GHG Conversion Factors for Company Reporting*. Where an emission factor was not available for a sold product in the previously mentioned source, emission factors were sourced from Koupal, J., Cashman, S., Young, B., & Henderson, A. D. (2024). Carbon Footprint of Oxygenated Gasolines: Case Studies in Latin America, Asia, and Europe. *Fuels*, 5(2), 123–136.
  - Excluded scope 3 GHG emissions – category 11: Use of sold products: LyondellBasell excluded the following sources of GHG emissions:
    - Feedstock and raw material volumes that are not used in the production process in our manufacturing assets but that are purchased and sold for trading purposes
    - Resale of purchased materials not used in operations

## Management assertion continued

10. Scope 3 GHG emissions – Category 12: End-of-life treatment of sold products:
- Emissions resulting from the waste disposal and end-of-life treatment of sold products.
  - Emissions were calculated using the waste-type specific method from *The Greenhouse Gas Protocol Technical Guidance for Calculating Scope 3 Emissions*.
  - Product volumes sold were collected from sales orders recorded in the LyondellBasell ERP system.
  - Emission factors for different waste disposal and end-of-life treatments were applied to sold products based on the region recorded in the LyondellBasell ERP system. Emission factors applied for scope 3, category 12 were sourced from secondary Life Cycle Assessment (LCA) database Ecoinvent, version 3.11, or from the United Kingdom Department for Energy Security and Net Zero. (published 2025, June 10). Conversion factors 2025: full set (for advanced users) [excel file]. *UK Government GHG Conversion Factors for Company Reporting*.
  - The ratio between different waste disposal and end-of-life treatments per region was referenced from the following sources:
    - Europe: Plastics Europe. (published 2024, March). *The Circular Economy for Plastics: A European Analysis* (p. 75).
    - North America: OECD (2023) – processed by Our World in Data. (published 2023, September 21). *Share of plastic waste that is recycled, landfilled, incinerated and mismanaged, 2019*
    - Central and Latin America: Inter-American Development Bank. (published 2020, July). *Plastic Waste Management and Leakage in Latin America and the Caribbean* (p. 17).
    - Middle East & Africa: OECD (2023) – processed by Our World in Data. (published 2023, September 21). *Share of plastic waste that is recycled, landfilled, incinerated and mismanaged, 2019*
    - Asia Pacific: OECD (published 2025). *Regional Plastics Outlook for Southeast and East Asia*
  - Excluded scope 3 GHG emissions – category 12: End-of-life treatment of sold products: LyondellBasell excluded the following sources of GHG emissions:
    - Packaging volumes for products sold to third parties
    - Feedstock and raw material volumes that are not used in the production process in our manufacturing assets but that are purchased and sold for trading purposes
    - Resale of purchased materials not used in operations
11. Scope 3 GHG emissions – Category 15: Investments:
- Proportionate scope 1 and 2 and upstream scope 3 GHG emissions associated with LyondellBasell's investments accounted for under the equity method in accordance with U.S. GAAP for the reporting period. The investments included in category 15 are equity method joint ventures and venture funds.
  - Joint venture emissions were calculated using the average-data method from *The Greenhouse Gas Protocol Technical Guidance for Calculating Scope 3 Emissions*. Joint venture revenues for the reporting period were collected from financial information for equity method investment disclosures in our Annual Report.
  - Venture fund emissions were calculated by applying an Environmentally Extended Input-Output CO<sub>2</sub>e emission factor to LyondellBasell's total investment at the end of the reporting period. Venture fund investments during the reporting period were collected from the LyondellBasell ERP system.
  - Emission factors: Environmentally Extended Input-Output CO<sub>2</sub>e emission factors for the investee's sector were sourced from U.S. Environmental Protection Agency. (published 2024, July 10). *Supply Chain Factors Dataset v1.3, Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities*.
  - Excluded scope 3 GHG emissions – category 15: Investments:
    - Equity method investments immaterial for financial reporting
    - Debt investments

## Management assertion continued

### Employee demographics

#### Organizational boundary

LyondellBasell accounts and reports the employee demographics metrics for operations over which we, or one of our subsidiaries, have operational control. Data related to acquisitions and divestitures during the reporting period are included for the period in which LyondellBasell had operational control.

The preparation of the pay gap metrics requires management to establish the criteria, make determinations as to the relevancy of the information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

#### Employee demographics metrics

| Metric  | Definition  | Metric value reported as of December 31, 2025 |        |
|---|---|---|--------|
| Employees by geographical areas   | Number of employees (head count) by geographical area. <sup>1,2</sup>   | U.S. & Canada                                 | 7,313  |
|   |   | EMEA  | 8,988  |
|   |   | Latin America                                 | 961    |
|   |   | Asia Pacific                                  | 1,710  |
|   |   |   |        |
| Employees by gender   | Number of employees (head count) by gender. <sup>1,3</sup>  | Male  | 15,026 |
|   |   | Female  | 3,935  |
|   |   | Other   | 0      |
|   |   | Not reported                                  | 11     |
|   |   | Total employees                               | 18,972 |
| Countries with at least 50 employees representing at least 10% of the total number of employees | Number of employees (head count) by country for countries in which LyondellBasell has 50 or more employees representing at least 10% of its total number of employees. <sup>1,2</sup> | U.S.  | 7,307  |
|   |   | Germany                                       | 3,340  |
| Employees by contract type  | Number of permanent employees (head count) by gender. Includes employees with no defined duration of employment. <sup>1,3</sup>   | Male  | 14,381 |
|   |   | Female  | 3,707  |
|   |   | Other   | 0      |
|   |   | Not reported                                  | 11     |
|   |   |   |        |
|   | Number of temporary employees (head count) by gender. Includes employees with a defined duration of employment. <sup>1,3</sup>  | Male  | 645    |
|   |   | Female  | 228    |
|   |   | Other   | 0      |
|   |   | Not reported                                  | 0      |
|   |   |   |        |

## Management assertion continued

| Employee demographics metrics               |  |  |        |
|---|--|--|--------|
| Metric                                      | Definition   | Metric value reported as of December 31, 2025  |        |
| Distribution of employees by age group      | Number of employees (head count) by age group. <sup>1,4</sup>  | <30  | 2,287  |
|   |  | 30–50  | 10,545 |
|   |  | >50  | 6,140  |
|   | Percentage of employees by age group.  | <30  | 12%    |
|   |  | 30–50  | 56%    |
|   |  | >50  | 32%    |
| Gender distribution at top management level | Number of employees (head count) at senior leaders level by gender. <sup>1,3,6</sup>   | Male   | 339    |
|   |  | Female   | 113    |
|   |  | Other  | 0      |
|   |  | Not reported   | 0      |
|   | Percentage of employees at senior leaders level by gender.   | Male   | 75%    |
|   |  | Female   | 25%    |
| Gender base pay gap: Female to male median  | Median unadjusted base pay for female employees as a percentage of the median unadjusted base pay for male employees. <sup>1,3,5</sup>   |  | \$0.97 |
|   | Median unadjusted base pay for female senior leaders as a percentage of the median unadjusted base pay for male senior leaders. <sup>1,3,5,6</sup>   |  | \$0.96 |
|   | Median unadjusted base pay for female professionals as a percentage of the median unadjusted base pay for male professionals. <sup>1,3,5,7</sup>   |  | \$0.83 |
| Employee turnover                           | Number of employees (head count) who have left LyondellBasell during the reporting period. Defined as employees who have left voluntarily or due to dismissal, retirement, or death in service during the reporting period. <sup>1,2,8</sup> |  | 2,030  |
|   |  | Rate of employee turnover, which is calculated as the number of employees (head count) who have left LyondellBasell during the reporting period (defined above)/ the average of the monthly number of employees during the reporting period. |        |

- Employee population includes workers with a permanent or temporary employment relationship with LyondellBasell (defined above in the “Employees by contract type” metric). The CEO and temporary employees are excluded from the “Gender base pay gap” metric. Students are excluded from all employee demographics metrics. Employment categories are based on information recorded in the LyondellBasell Human Resources (HR) system.
- Country, geographical area, and an employee’s reason for leaving LyondellBasell are based on information recorded in the LyondellBasell HR system. Country is based on the country of the office the employee is doing work in service of and country is mapped by management to a geographical area.
- Gender is self-identified by the employee in the LyondellBasell HR system as either male, female, other, or undeclared or unknown (reported as “not reported”). Employees who self-identified as other or undeclared or unknown were excluded from the “Gender base pay gap” metric.
- Age is reported according to the age as of December 31, 2025 and was calculated based on the date of birth self-reported by the employee, as recorded in the LyondellBasell HR system.
- Base pay represents the full-time equivalent salary of an employee. Full-time equivalent salary is the annualized base salary based on the employee’s work schedule, excluding variable components such as overtime (i.e., hours worked in addition to standard working hours) and incentive pay (e.g., bonuses). Base pay was based on information recorded in the LyondellBasell HR system.
- Senior leaders refers to employees that represent the top six pay grades of our employees and executives, which includes director level employees and higher (e.g., Vice President, Director), based on a LyondellBasell grading system and as recorded in the LyondellBasell HR system.
- Professionals refers to employees in the next eight pay grades, which includes employees below director level (e.g., Manager, Engineer, Analyst) but excludes technical and hourly employees, based on a LyondellBasell grading system and as recorded in the LyondellBasell HR system.
- Employee turnover excludes employees of divested subsidiaries and site shutdowns unless the employee left prior to the divestment or site shutdown.

## Management assertion continued

### Health and Safety

#### Organizational boundary

LyondellBasell accounts and reports the health and safety metrics for operations over which we, or one of our subsidiaries, have operational control. Data related to acquisitions and divestitures during the reporting period are included for the period in which LyondellBasell had operational control.

The preparation of the health and safety metrics requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

#### Health and safety metrics – Occupational Safety

| Metric   | Definition  | Metric value reported for the year ended December 31, 2025 – Employees <sup>1</sup> | Metric value reported for the year ended December 31, 2025 – Contractors <sup>2</sup> |
|--|---|---|---|
| Health and safety management system coverage                         | Percentage of head count in own workforce covered by LyondellBasell's health and safety management system, as per our "Operational Excellence Management System Expectations" framework.  | 100%  | 100%  |
| Recordable work-related accidents                                    | As per Occupational Safety and Health Administration (OSHA) general recording criteria, number of recordable work-related injuries that result in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, loss of consciousness, or a significant injury or illness (defined below in the "Cases of ill health as a result of recordable work-related accidents" metric) diagnosed by a physician or other licensed healthcare professional. <sup>3,7</sup> | 22  | 17  |
| Recordable work-related accidents                                    | Rate of recordable work-related accidents (defined above) normalized by total number of hours worked (defined below). Rate is calculated as (recordable work-related accidents x 200,000 hours worked)/total number of hours worked. <sup>4</sup>   | 0.118   | 0.122   |
| Recordable work-related accidents                                    | Rate of recordable work-related accidents (defined above) normalized by total number of hours worked (defined below). Rate is calculated as (recordable work-related accidents x 1,000,000 hours worked)/total number of hours worked. <sup>5</sup>   | 0.591   | 0.611   |
| Hours worked   | Number of hours worked in millions. <sup>6</sup>  | 37.2  | 27.8  |
| Fatalities as a result of recordable work-related accidents          | Number of deaths resulting from a recordable work-related accident (defined above).   | 0   | 0   |
| Cases of ill health as a result of recordable work-related accidents | Number of cases outlined by the Occupational Safety and Health Convention of International Labour Organisation (ILO) List of Occupational Diseases resulting from a recordable work-related accident (defined above).   | 0   | Not reported  |
| Days lost to recordable work-related accidents                       | Number of days lost to work in the reporting year from a recordable work-related accident (defined above) that resulted in "days away from work", regardless of whether the accident occurred in the current or a prior reporting year. <sup>7,8</sup>  | 870   | Not reported  |

- Employee population includes workers with a permanent or temporary employment relationship with LyondellBasell (defined above in the "Employees by contract type" metric in the "Employee demographics metrics" table). Employment categories are based on information recorded in the LyondellBasell HR system.
- Contractors includes individuals or third-party providers that agree to furnish materials or perform services at a specified price and control the details of how the work will be performed and completed. Excludes delivery workers, workers performing minor maintenance on the third party's own equipment (e.g., coffee machine maintenance), and railroad company personnel. Employment categories are based on information recorded in the LyondellBasell HR system.
  - In preparation for our compliance with the EU Corporate Sustainability Reporting Directive (CSRD), we have started to incorporate changes we anticipate will be applicable to the CSRD disclosures. As a result, there have been terminology changes (e.g., non-employees are now referred to as contractors) from the metrics assured in 2024.
- Recordable work-related accidents are cases recorded in the LyondellBasell health and safety management system during the reporting period and assigned a consequence, as per our Incident Reporting and Classification Standard.
- As per OSHA guidance, rates were calculated on the basis of two hundred thousand hours worked to identify the number of recordable work-related accidents per one hundred full-time workers working two thousand hours per year.
- Rates were calculated on the basis of one million hours worked to identify the number of recordable work-related accidents per five hundred full-time workers working two thousand hours per year.
- The total number of hours worked represents the actual and/or estimated hours worked by employees or contractors. Data to calculate the total number of hours worked was collected from internal LyondellBasell systems, third-party access control systems, manual gate logs, third-party invoices, and/or estimation. An average of 160-175 (depending on location and site type) monthly working hours per headcount was estimated when actual hours were not available from internal LyondellBasell systems, third-party access control systems, manual gate logs, or third-party invoices. When actual hours were not available, hours were also estimated to account for overtime, employees traveling between sites, and employees working from home.
- As per OSHA guidance, a recordable work-related accident resulting in "days away from work" is a recordable work-related accident (defined above in the "Recordable work-related accidents" metric) resulting in a physician or other licensed health care professional indicating the employee should not work.
- The number of days lost is counted such that the first full day and last day of absence is included. Days on which the affected individual is not scheduled for work (e.g., weekends, public holidays) count as lost days. The number of lost days is capped at 180 days per consequence. No days lost are counted for fatalities as a result of recordable work-related accidents.

## Management assertion continued

## Health and safety metrics – Process Safety

| Metric  | Definition   | Metric value reported for the year ended December 31, 2025 |
|---|--|--|
| Process Safety Incidents Count (PSIC)         | <p>Count of incidents that meet the definition of a Tier 1 process safety event as described in the American Petroleum Institute’s (API) <i>Process Safety Performance Indicators for the Refining and Petrochemical Industries Recommended Practice (RP) 754</i> 3rd Edition (American National Safety Institute (ANSI)/API RP 754).</p> <p>Tier 1 process safety events are classified as Level 3+ events by LyondellBasell. Level 3+ events include loss of primary containment (LOPC) resulting in either (1) an employee or contractor recordable work-related accident resulting in “days away from work” and/or fatality; (2) a hospital admission and/or fatality of other workers; (3) an officially declared community evacuation or community shelter-in-place, including precautionary community evacuation or community shelter-in-place; (4) a fire or explosion damage with a direct cost greater than or equal to \$100,000; (5) an engineered pressure relief device discharge to atmosphere whether directly or via a downstream destructive device greater than or equal to a Level 3 threshold, within any 60 minute time period, with negative effects; (6) an upset emission from a permitted or regulated source greater than or equal to a Level 3 threshold, within any 60 minute time period, with negative effects; or (7) an unignited release of material greater than or equal to a Level 3 threshold, within any 60 minute time period.<sup>1,2,3,4,5</sup></p> | 6  |
| Process Safety Incident Rate (PSIR)           | <p>PSIC (defined above) normalized by total number of hours worked (defined above in the “Hours worked” metric in the “Health and safety metrics – Occupational Safety” table).</p> <p>Rate is calculated as (PSIC x 200,000 hours worked)/total number of hours worked.<sup>6,7</sup></p>   | 0.018  |
| Process Safety Incident Severity Rate (PSISR) | <p>Severity-weighted rate of PSIC (defined above) normalized by total number of hours worked (defined above in the “Hours worked” metric in the “Health and safety metrics – Occupational Safety” table).</p> <p>Rate is calculated as (total severity score for all PSIC x 200,000 hours worked)/total number of hours worked.<sup>6,7,8</sup></p>  | 0.068  |

- Employee population includes workers with a permanent or temporary employment relationship with LyondellBasell (defined above in the “Employees by contract type” metric in the “Employee demographics metrics” table). Employment categories are based on information recorded in the LyondellBasell HR system.
- Contractors includes individuals or third-party providers that agree to furnish materials or perform services at a specified price and control the details of how the work will be performed and completed. Excludes delivery workers, workers performing minor maintenance on the third party’s own equipment (e.g., coffee machine maintenance), and rail car operators. Employment categories are based on information recorded in the LyondellBasell HR system.
  - In preparation for our compliance with the EU CSRD, we have started to incorporate changes we anticipate will be applicable to the CSRD disclosures. As a result, there have been terminology changes (e.g., non-employees are now referred to as contractors) from the metrics assured in 2024.
- Other workers include any individual other than an employee<sup>1</sup> or contractor<sup>2</sup>.
- As per OSHA guidance, a recordable work-related accident resulting in “days away from work” is a recordable work-related accident (defined above in the “Recordable work-related accidents” metric in the “Health and safety metrics – Occupational Safety” table) resulting in a physician or other licensed health care professional indicating the employee should not work.
- Negative effects as described in ANSI/API RP 754, include one or more of the following: rainout; discharge to a potentially unsafe location; an on-site shelter-in-place or on-site evacuation, excluding precautionary on-site shelter-in-place or on-site evacuation; and/or public protective measures (e.g., road closure) including precautionary public protective measures.
- As per OSHA guidance, rates were calculated on the basis of two hundred thousand hours worked to identify the number of recordable work-related accidents per one hundred full-time workers working two thousand hours per year.
- The total number of hours worked represents the actual and/or estimated hours worked by employees or contractors. Data to calculate the total number of hours worked was collected from internal LyondellBasell systems, third-party access control systems, manual gate logs, third-party invoices, and/or estimation. An average of 160–175 (depending on location and site type) monthly working hours per headcount was estimated when actual hours were not available from internal LyondellBasell systems, third-party access control systems, manual gate logs, or third-party invoices. When actual hours were not available, hours were also estimated to account for overtime, employees traveling between sites, and employees working from home.
- A severity weighting, as described in ANSI/API RP 754, was applied to each process safety event based on safety/human health, direct cost, material release, community impact, and off-site environmental impact.

## Reconciliation for non-GAAP measures

We report our financial results in accordance with U.S. generally accepted accounting principles (GAAP), but believe that certain non-GAAP financial measures, such as EBITDA, and EBITDA, net income and diluted earnings per share (EPS) exclusive of identified items provide useful supplemental information to investors regarding the underlying business trends and performance of the Company's ongoing operations and are useful for period-over-period comparisons of such operations. Non-GAAP financial measures should be considered as a supplement to, and not as a substitute for, or superior to, the financial measures prepared in accordance with GAAP.

We calculate EBITDA as net income (loss) plus interest expense (net), provision for (benefit from) income taxes, and depreciation and amortization. EBITDA should not be considered an alternative to profit or operating profit for any period as an indicator of our performance, or as an alternative to operating cash flows as a measure of our liquidity.

We also present EBITDA, net income and diluted EPS exclusive of identified items. Identified items include adjustments for lower of cost or market (LCM), gain or loss on sale of business, asset write-downs in excess of \$10 million in aggregate for the period, Cash Improvement Plan costs, site closure costs, European transaction costs and discontinued operations. Asset write-downs include impairments of goodwill, impairments of long-lived assets, a write-down of a related party loan receivable and a fourth quarter 2024 deferred tax valuation allowance for one of our Chinese joint ventures recognized in Income (loss) from equity investments. Our inventories are stated at the lower of cost or market. Cost is determined using the last-in, first-out (LIFO) inventory valuation methodology, which means that the most recently incurred costs are charged to cost of sales and inventories are valued at the earliest acquisition costs. Fluctuation in the prices of crude oil, natural gas and correlated

products from period to period may result in the recognition of charges to adjust the value of inventory to the lower of cost or market in periods of falling prices and the reversal of those charges in subsequent interim periods, within the same fiscal year as the charge, as market prices recover. A gain or loss on sale of a business is calculated as the consideration received from the sale less its carrying value. We evaluate property, plant and equipment and definite-lived intangible assets whenever impairment indicators are present. If it is determined that an asset or asset group's undiscounted future cash flows will not be sufficient to recover the carrying amount, an impairment charge is recognized to write the asset down to its estimated fair value. Goodwill is tested for impairment annually in the fourth quarter or whenever events or changes in circumstances indicate that the fair value of a reporting unit with goodwill is below its carrying amount. If it is determined that the carrying value of the reporting unit including goodwill exceeds its fair value, an impairment charge is recognized. We assess our equity investments for impairment whenever events or changes in circumstances indicate that the carrying amount of the investment may not be recoverable. If the decline in value is considered to be other than temporary the investment is written down to its estimated fair value. Valuation allowances are provided against deferred tax assets when it is more likely than not that some portion or all of the deferred tax asset will not be realized. In June 2025, we announced plans to sell select olefins and polyolefins assets and the associated business in Europe, resulting in selling expenses, separation costs and employee-related charges (collectively referred to as "European transaction costs"). In April 2025, the Company announced the Cash Improvement Plan, focused on strengthening financial performance, which resulted in employee-related charges across all segments. In March 2025, we announced the permanent closure of our Dutch PO joint venture asset, resulting in the

recognition of shutdown-related charges in our I&D segment. Additionally, in December 2025, we recognized shutdown and employee-related charges related to sites in our APS and O&P-EAI segments. In February 2025, we ceased business operations at our Houston refinery. Accordingly, our refining business, previously disclosed as the Refining segment, is reported as a discontinued operation.

Recurring annual EBITDA for the Value Enhancement Program is the year-end EBITDA run rate estimate based on 2017–2019 mid-cycle margins. Value unlocked as of December 2025 is based on a 2021 baseline. We believe recurring annual EBITDA is useful to investors because it represents a key measure used by management to assess progress towards our strategy of value creation.

These non-GAAP financial measures as presented herein, may not be comparable to similarly titled measures reported by other companies due to differences in the way the measures are calculated.

## Reconciliation for non-GAAP measures continued

### Reconciliations of net loss to net income excluding identified items and to EBITDA including and excluding identified items

| Millions of dollars   | Year ended<br>December 31, 2025 |
|---|---------------------------------|
| <b>Net loss</b>   | (\$738)                         |
| Identified items  |                                 |
| add: Loss on sale of business, pre-tax <sup>(a)</sup>             | 6                               |
| add: Asset write-downs, pre-tax <sup>(b)</sup>                    | 1,251                           |
| add: Cash improvement plan costs, pre-tax <sup>(c)</sup>          | 32                              |
| add: Site closure costs, pre-tax <sup>(d)</sup>                   | 153                             |
| add: European transaction costs, pre-tax <sup>(e)</sup>           | 36                              |
| less: Income from discontinued operations, pre-tax <sup>(f)</sup> | (61)                            |
| less: Benefit from income taxes related to identified items       | (116)                           |
| <b>Net income excluding identified items</b>                      | <b>\$563</b>                    |
| <b>Net loss</b>   | (\$738)                         |
| Provision for income taxes  | 84                              |
| Depreciation and amortization                                     | 1,390                           |
| Interest expense, net   | 390                             |
| <b>EBITDA</b>   | <b>1,126</b>                    |
| Identified items  |                                 |
| add: Loss on sale of business <sup>(a)</sup>                      | 6                               |
| add: Asset write-downs <sup>(b)</sup>                             | 1,251                           |
| add: Cash improvement plan costs <sup>(c)</sup>                   | 32                              |
| add: Site closure costs <sup>(d)</sup>                            | <b>153</b>                      |
| add: European transaction costs <sup>(e)</sup>                    | 36                              |
| less: EBITDA from discontinued operations <sup>(f)</sup>          | (61)                            |
| <b>EBITDA excluding identified items</b>                          | <b>\$2,543</b>                  |

### Reconciliation of diluted EPS to diluted EPS excluding identified items

|  | Year ended<br>December 31, 2025 |
|--|---------------------------------|
| <b>Diluted loss per share</b>                                | (\$2.34)                        |
| Identified items   |                                 |
| add: Loss on sale of business                                | 0.02                            |
| add: Asset write-downs <sup>(g)</sup>                        | 3.62                            |
| add: Cash Improvement Plan costs                             | 0.08                            |
| add: Site closure costs                                      | 0.35                            |
| add: European transaction costs                              | 0.11                            |
| less: Income from discontinued operations                    | (0.14)                          |
| <b>Diluted earnings per share excluding identified items</b> | <b>\$1.70</b>                   |

### Reconciliation of net income to recurring annual EBITDA for the Value Enhancement Program

| Millions of dollars                          | Unlocked value 2025 <sup>(i)</sup> |
|--|------------------------------------|
| <b>Net income<sup>(h)</sup></b>              | <b>\$870</b>                       |
| Provision for income taxes                   | 215                                |
| Depreciation and amortization                | 15                                 |
| Interest expense, net                        | -                                  |
| <b>Recurring annual EBITDA<sup>(h)</sup></b> | <b>\$1,100</b>                     |

- In September 2025, we sold our U.S. specialty powders business, resulting in the recognition of a loss in our Advanced Polymer Solutions ("APS") segment.
- Includes asset write-downs in excess of \$10 million in aggregate for the period. For the year ended December 31, 2025, we recognized non-cash asset write-downs of \$1,251 million, which included non-cash goodwill impairment charges of \$400 million in our Olefins & Polyolefins – Europe, Asia, International ("O&P-EAI") segment and \$572 million in our APS segment, non-cash impairment charges of \$111 million for intangible assets and \$99 million for property, plant and equipment in our APS segment, and non-cash impairment charges of \$56 million for property, plant and equipment related to the European assets classified as held for sale within our O&P-EAI segment.
- In April 2025, the Company announced the Cash Improvement Plan, focused on strengthening financial performance, which resulted in employee-related charges across all segments.
- In March 2025, we announced the permanent closure of our Dutch PO joint venture asset, resulting in shutdown-related charges of \$126 million in our Intermediates and Derivatives ("I&D") segment. Additionally, in December 2025, we recognized shutdown and employee-related charges of \$20 million and \$7 million related to sites in our APS and O&P-EAI segments, respectively.
- In June 2025, we announced plans to sell select olefins and polyolefins assets and the associated business in Europe, which resulted in selling expenses, separation costs and employee-related charges in our O&P-EAI segment.
- In February 2025, we ceased business operations at our Houston refinery. Accordingly, our refining business, previously disclosed as the Refining segment, is reported as a discontinued operation.
- Includes asset write-downs in excess of \$10 million in aggregate for the period.
- Recurring annual EBITDA for the VEP is the year-end EBITDA run rate estimate based on 2017–2019 mid-cycle margins. Value unlocked as of December 2025 is based on a 2021 baseline.
- VEP delivered a year-end run-rate of approximately \$1,100 million of recurring annual EBITDA in 2025. We incurred one-time costs of approximately \$500 million from 2023–2025 to achieve this milestone.

## Additional data

## Additional data

## Low-carbon solutions

| GHG intensity per revenue <sup>1</sup>   |      |      |       |              |
|--|------|------|-------|--------------|
|  | 2020 | 2023 | 2024  | 2025         |
| GHG intensity per revenue <sup>2</sup> (location-based) (tCO <sub>2</sub> e/USD) | -    | -    | 0.003 | <b>0.003</b> |
| GHG intensity per revenue <sup>2</sup> (market-based) (tCO <sub>2</sub> e/USD)   | -    | -    | 0.003 | <b>0.003</b> |

1. Our GHG intensity per revenue is based on our scope 1, 2 and scope 3 emissions, including categories 1, 11, 12 and 15.

2. In February 2025, we ceased business operations at our Houston refinery. Accordingly, our refining business, is reported as a discontinued operation. For the purposes of determining our GHG intensity per revenue, the related operating results of our refining business are reported as discontinued operations beginning with fiscal year 2025. Our GHG intensity per revenue calculations reflect the impact applicable operations included in continuing and discontinuing operations. Please refer to our [2025 Form 10-K](#) for details.

"-" indicates a new metric beginning in 2024; prior years are not disclosed.

| GHG intensity per ton of product <sup>3</sup>             |      |      |      |             |
|---|------|------|------|-------------|
|   | 2020 | 2023 | 2024 | 2025        |
| Global production volumes (MMt)                           | 38.8 | 42.2 | 42.1 | <b>29.0</b> |
| GHG intensity per ton of product (tCO <sub>2</sub> e/MMt) | 0.60 | 0.53 | 0.52 | <b>0.65</b> |

3. GHG intensity per ton of product is based on scope 1 and 2 emissions (market-based).

## Additional data continued

| Energy consumption and mix   |       |      |
|--|-------|------|
| (million megawatt-hours)   | 2024  | 2025 |
| Fuel consumption from coal and coal products   | 2.1   | 0.3  |
| Fuel consumption from crude oil and petroleum products   | 31.4  | 28.1 |
| Fuel consumption from natural gas  | 27.7  | 25.4 |
| Fuel consumption from other fossil sources   | 0.0   | 0.0  |
| Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources | 28.1  | 23.4 |
| Total fossil energy consumption <sup>1</sup>   | 89.3  | 77.2 |
| Share of fossil sources in total energy consumption (%)  | 84%   | 83%  |
| Consumption from nuclear sources   | 1.0   | 0.8  |
| Share of consumption from nuclear sources in total energy consumption (%)                      | 1%    | 1%   |
| Fuel consumption from other non-renewable sources  | 15.0  | 14.5 |
| Share of fuel consumption from other non-renewable sources in total energy consumption (%)     | 14%   | 16%  |
| Consumption of energy from renewable sources <sup>1</sup>                                      | 0.4   | 0.6  |
| Share of consumption of energy from renewable sources in total energy consumption (%)          | 0%    | 1%   |
| Total energy consumption   | 105.7 | 93.1 |

1. We revised previously reported 2024 energy consumption from renewable sources and 2024 energy consumption from fossil sources, due to a change in the reporting criteria for energy consumption from renewable sources.

| Energy intensity  |      |      |       |       |
|---|------|------|-------|-------|
|   | 2022 | 2023 | 2024  | 2025  |
| Gigajoule per ton of product  | 9.5  | 9.0  | 9.0   | 11.6  |
| Total energy consumption from activities in high climate impact sectors per revenue from activities in high climate impact sectors (MWh/USD) <sup>1</sup> | -    | -    | 0.003 | 0.003 |

"-" indicates a new metric beginning in 2024; prior years are not disclosed.

| Type of VEP initiative                   |   |                                      |                         |
|--|---|--------------------------------------|-------------------------|
|  | Estimated annual GHG savings (kilotons CO <sub>2</sub> e) | Estimated annual energy savings (GJ) | Investment required \$M |
| Energy efficiency                        | 134   | 2,475,458                            | 16                      |
| Process optimization                     | 52  | 912,701                              | 1                       |
| Maintenance, unplanned downtime, quality | 1   | 28,441                               | 8                       |
| Flared material reduction                | 21  | 351,740                              | 0                       |
| <b>Total</b>                             | <b>208</b>  | <b>3,768,340</b>                     | <b>24.62</b>            |

Totals may not sum due to rounding.

| Renewable energy PPA projects |                       |                    |                                |
|-------------------------------|-----------------------|--------------------|--------------------------------|
| Region                        | Technology            | Estimated start-up | Power generation capacity (MW) |
| USA                           | Solar                 | Active             | 556                            |
| USA                           | Wind                  | Active             | 390                            |
| USA                           | Solar                 | 2026 – 2027        | 50                             |
| Europe                        | Hybrid (wind & solar) | Active             | 54                             |
| Europe                        | Solar                 | Active             | 5                              |
| Europe                        | Solar                 | 2026               | 276                            |
| Europe                        | Wind                  | 2026 – 2028        | 417                            |
|                               |                       | <b>Total</b>       | <b>1,748</b>                   |

Projects listed are as of December 31, 2025, and represent the LYB portion of the project. Totals have been updated from our previous reporting to reflect changes to projects.

## Additional data continued

## Workforce management

| New employee hires and turnover 2025        |                    |   |                     |                                    |                    |
|---|--------------------|---|---------------------|------------------------------------|--------------------|
| New employee hires                          |                    | Employee turnover                           |                     | Voluntary turnover                 |                    |
| <b>Total new employee hires (#)</b>         | <b>1,116</b><br>6% | <b>Total employee turnover (#)</b>          | <b>2,030</b><br>10% | <b>Total employee turnover (#)</b> | <b>1,351</b><br>7% |
| U.S./Canada (#)                             | 395<br>5%          | U.S./Canada (#)                             | 1,012<br>13%        |                                    |                    |
| Europe (#)                                  | 559<br>6%          | Europe (#)                                  | 672<br>7%           |                                    |                    |
| Latin America (#)<br>(including Mexico) (#) | 98<br>10%          | Latin America (#)<br>(including Mexico) (#) | 155<br>16%          |                                    |                    |
| Asia Pacific (#)                            | 59<br>3%           | Asia Pacific (#)                            | 187<br>10%          |                                    |                    |
| Middle East & Africa (#)                    | 5<br>11%           | Middle East & Africa (#)                    | 4<br>9%             |                                    |                    |
| Age group                                   |                    | Age group                                   |                     | Age group                          |                    |
| <30 (#)                                     | 465<br>19%         | <30 (#)                                     | 332<br>14%          | <30 (#)                            | 271<br>11%         |
| 30–50 (#)                                   | 580<br>5%          | 30–50 (#)                                   | 929<br>9%           | 30–50 (#)                          | 578<br>5%          |
| >50 (#)                                     | 71<br>1%           | >50 (#)                                     | 769<br>12%          | >50 (#)                            | 502<br>8%          |
| Gender                                      |                    | Gender                                      |                     | Gender                             |                    |
| Male (#)                                    | 870<br>6%          | Male (#)                                    | 1,567<br>10%        | Male (#)                           | 1,083<br>7%        |
| Female (#)                                  | 244<br>6%          | Female (#)                                  | 463<br>11%          | Female (#)                         | 268<br>7%          |
| Not reported (#)                            | 2                  | Not reported (#)                            | 0                   |                                    |                    |

Unless otherwise stated, employee data in this report is based on employees excluding students as of December 31, 2025. Our EEO-1 data is reported annually on our website at [www.lyb.com](http://www.lyb.com).

| Employees by geographical areas     |                                  |
|-------------------------------------|----------------------------------|
| Geographical area                   | Number of employees (head count) |
| U.S. & Canada                       | 7,313                            |
| Europe, Middle East & Africa (EMEA) | 8,988                            |
| Latin America (including Mexico)    | 961                              |
| Asia Pacific                        | 1,710                            |

| Employees by gender    |                                  |
|------------------------|----------------------------------|
| Gender                 | Number of employees (head count) |
| Male                   | 15,026                           |
| Female                 | 3,935                            |
| Other                  | 0                                |
| Not reported           | 11                               |
| <b>Total employees</b> | <b>18,972</b>                    |

| Employees by contract type                            |        |        |       |              |               |
|---|--------|--------|-------|--------------|---------------|
|   | Male   | Female | Other | Not reported | Total         |
| Number of employees (head count)                      | 15,026 | 3,935  | 0     | 11           | <b>18,972</b> |
| Number of permanent employees (head count)            | 14,381 | 3,707  | 0     | 11           | <b>18,099</b> |
| Number of temporary employees (head count)            | 645    | 228    | 0     | 0            | <b>873</b>    |
| Number of non-guaranteed hours employees (head count) | 0      | 0      | 0     | 0            | <b>0</b>      |

| Distribution of employees by age group |                                  |            |
|--|----------------------------------|------------|
| Age group                              | Number of employees (head count) | Percentage |
| <30                                    | 2,287                            | 12%        |
| 30–50                                  | 10,545                           | 56%        |
| >50                                    | 6,140                            | 32%        |

Percentages may not sum to 100% due to rounding.

| Countries with at least 50 employees representing at least 10% of the total number of employees |                                  |
|---|----------------------------------|
| Country   | Number of employees (head count) |
| U.S.  | 7,307                            |
| Germany   | 3,340                            |

## Additional data continued

## Sustainable procurement

| Key supplier assessment outcomes  |       |       |
|---|-------|-------|
|   | 2024  | 2025  |
| Total number of key suppliers <sup>1</sup> (group level)  | 1,181 | 1,257 |
| % of total spend on key suppliers (group level)   | 97%   | 97%   |
| % of key suppliers assessed (group level)   | 71%   | 75%   |
| Total number of key suppliers assessed via desk assessments/onsite assessments                        | 840   | 940   |
| Number of suppliers assessed with substantial actual/potential negative impacts                       | 134   | 110   |
| % of suppliers with substantial actual/potential negative impacts with agreed corrective action plans | 24%   | 100%  |
| Number of suppliers with substantial actual/potential negative impacts that were terminated           | 1     | 0     |

1. A key supplier is defined as a group supplier with more than \$1 million in annual spend in the preceding year.

## Environmental management

Updates to past reported values may be made for a variety of reasons including methodology updates, data error corrections, or advancements in data management. Numbers may not sum due to rounding. These notes are applicable to all environmental management data tables from page 133 through page 135.

| Environmental level 2+ incidents and fines/penalties <sup>1</sup> |        |        |        |        |
|---|--------|--------|--------|--------|
|   | 2022   | 2023   | 2024   | 2025   |
| Number of incidents   | 94     | 135    | 79     | 58     |
| Fines and penalties paid (\$, MM)                                 | \$3.99 | \$3.81 | \$1.92 | \$0.47 |

1. We classify environmental incidents on a scale from 0 to 5, with Level 5 having the highest impact. We track environmental GoalZERO status as Level 2+ environmental incidents, indicating a failure to meet a policy, standard, or applicable law due to unplanned emissions or release into the environment. Data presented reflects the most current data available. Fines and penalties paid are rounded amounts. One incident was added to our 2024 total, based on an investigation outcome that concluded in the current reporting cycle.

| Air emissions intensity                          |      |      |      |      |
|--|------|------|------|------|
| (Metric tons per million metric tons of product) | 2022 | 2023 | 2024 | 2025 |
| NOx intensity                                    | 170  | 174  | 172  | 228  |
| SOx intensity                                    | 25   | 21   | 20   | 13   |
| VOC intensity                                    | 184  | 175  | 177  | 225  |
| CO intensity                                     | 171  | 169  | 175  | 219  |
| PM intensity                                     | 26   | 25   | 25   | 31   |

| Ozone-depleting substances (ODS) <sup>2</sup> |      |
|---|------|
| (Kilograms)                                   | 2025 |
| Ozone-depleting substances (ODS)              | 94   |

2. We measure and report ODS as kg of CFC-11 equivalent and use emission factors as stipulated in the Montreal Protocol. We do not produce, manufacture or sell ODS. Sources for LYB typically are maintenance refills and replacements of substances authorized for use in heating, ventilating and air conditioning (HVAC) units. ODS for 2023 and 2024 was provided in prior year LYB Sustainability Reports as 171 kg and 58 kg, respectively.

## Additional data continued

## Water data

| Water withdrawals             |            |            |            |            |
|-------------------------------|------------|------------|------------|------------|
| (million m <sup>3</sup> )     | 2022       | 2023       | 2024       | 2025       |
| Fresh discharge surface water | 123        | 131        | 121        | 115        |
| Groundwater                   | 23         | 23         | 24         | 23         |
| Other water                   | 1          | 1          | 1          | <1         |
| Seawater/brackish water       | <1         | <1         | <1         | <1         |
| Third-party water             | 124        | 124        | 101        | 99         |
| <b>Total</b>                  | <b>273</b> | <b>279</b> | <b>248</b> | <b>239</b> |

## Water discharge

| (million m <sup>3</sup> ) | 2022       | 2023       | 2024       | 2025       |
|---------------------------|------------|------------|------------|------------|
| Fresh surface water       | 38         | 38         | 36         | 34         |
| Groundwater               | <1         | <1         | <1         | <1         |
| Offsite treatment         | 64         | 65         | 46         | 36         |
| Other discharge           | 49         | 51         | 47         | 53         |
| Seawater/brackish water   | 9          | 8          | 9          | 9          |
| <b>Total</b>              | <b>160</b> | <b>162</b> | <b>138</b> | <b>131</b> |

## Water consumption

| (million m <sup>3</sup> )       | 2022       | 2023       | 2024       | 2025       |
|---------------------------------|------------|------------|------------|------------|
| of which are evaporative losses | 86         | 91         | 88         | 81         |
| <b>Total</b>                    | <b>113</b> | <b>117</b> | <b>110</b> | <b>107</b> |

Water consumption and withdrawal at high and very high water-risk sites<sup>1</sup>

|                                  | 2025<br>water consumption | 2025<br>water withdrawal |
|----------------------------------|---------------------------|--------------------------|
| Volume (million m <sup>3</sup> ) | 0.06                      | 0.20                     |
| % of total LYB volumes           | 0.06%                     | 0.08%                    |

1. Aqueduct™ rates geographic locations worldwide on a scale from low to extremely high water risk based on watershed data related to water quantity stress, quality and regional factors.

## Waste data

| Waste generated                                |              |              |              |              |
|--|--------------|--------------|--------------|--------------|
| (thousand metric tons)                         | 2022         | 2023         | 2024         | 2025         |
| Hazardous waste                                | 1,087        | 1,021        | 990          | 816          |
| Non-hazardous waste                            | 257          | 203          | 262          | 197          |
| <b>Total hazardous and non-hazardous waste</b> | <b>1,344</b> | <b>1,224</b> | <b>1,252</b> | <b>1,013</b> |

Waste generation includes both waste diverted from and directed to disposal.

## Waste diverted from disposal

| Total hazardous and non-hazardous waste   |           |           |            |            |
|---|-----------|-----------|------------|------------|
| (thousand metric tons)                    | 2022      | 2023      | 2024       | 2025       |
| <b>Total waste diverted from disposal</b> | <b>55</b> | <b>81</b> | <b>180</b> | <b>111</b> |

## Hazardous waste

| (thousand metric tons)                              | 2022      | 2023      | 2024     | 2025      |
|---|-----------|-----------|----------|-----------|
| Recycling   | 12        | 11        | 8        | 8         |
| Preparation for reuse                               | <1        | <1        | <1       | 1         |
| Other recovery options                              | <1        | 1         | 1        | 1         |
| <b>Total hazardous waste diverted from disposal</b> | <b>12</b> | <b>12</b> | <b>9</b> | <b>10</b> |

## Non-hazardous waste

| (thousand metric tons)                                  | 2022      | 2023      | 2024       | 2025       |
|---|-----------|-----------|------------|------------|
| Recycling   | 42        | 41        | 55         | 82         |
| Preparation for reuse                                   | 0         | 14        | 107        | 5          |
| Other recovery options                                  | 1         | 14        | 8          | 14         |
| <b>Total non-hazardous waste diverted from disposal</b> | <b>42</b> | <b>69</b> | <b>170</b> | <b>101</b> |



## Glossary

| Acronym         | Meaning                                      | Acronym | Meaning   | Acronym | Meaning  |
|-----------------|--|---------|---|---------|--|
| AEPW            | Alliance to End Plastic Waste                | HFCs    | Hydrofluorocarbons                                    | PFCs    | Perfluorocarbons                                   |
| CCS             | Carbon Capture and Storage                   | HSE     | Health, Safety and Environmental                      | PM      | Particulate Matter                                 |
| CCU             | Carbon Capture and Utilization               | HSE&S   | Health, Safety, Environmental and Security            | PPA     | Power Purchase Agreement                           |
| CCUS            | Carbon Capture, Utilization and Storage      | ICCA    | International Council of Chemical Associations        | PSIC    | Process Safety Incidents Count                     |
| CDP             | Carbon Disclosure Project                    | ICP     | Internal Carbon Pricing                               | PSISR   | Process Safety Incident Severity Rate              |
| CO              | Carbon Monoxide                              | IPCC    | Intergovernmental Panel on Climate Change             | PSTIR   | Process Safety Total Incident Rate                 |
| CO <sub>2</sub> | Carbon Dioxide                               | ISCC    | International Sustainability and Carbon Certification | SASB    | Sustainability Accounting Standards Board          |
| CSO             | Chief Sustainability Officer                 | LCA     | Life Cycle Assessment                                 | SBTi    | Science Based Target initiative                    |
| CSRD            | Corporate Sustainability Reporting Directive | NGO     | Non Governmental Organization                         | SOx     | Sulfur Oxides                                      |
| EC              | European Commission                          | NOx     | Nitrogen Oxides                                       | TfS     | Together for Sustainability                        |
| ESG             | Environmental, Social and Governance         | OCS     | Operation Clean Sweep                                 | TRIR    | Total Recordable Incident Rate                     |
| ETS             | Emissions Trading System                     | ODS     | Ozone-Depleting Substances                            | UN      | United Nations                                     |
| EU ETS          | European Union Emissions Trading System      | OPLN    | Ocean Plastics Leadership Network                     | VOCs    | Volatile Organic Compounds                         |
| GHG             | Greenhouse Gas                               | PCR     | Post Consumer Resin                                   | WBCSD   | World Business Council for Sustainable Development |
| GRI             | Global Reporting Initiative                  | PFAS    | Polyfluoroalkyl Substances                            |         |  |



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